AREA V
RESEARCH

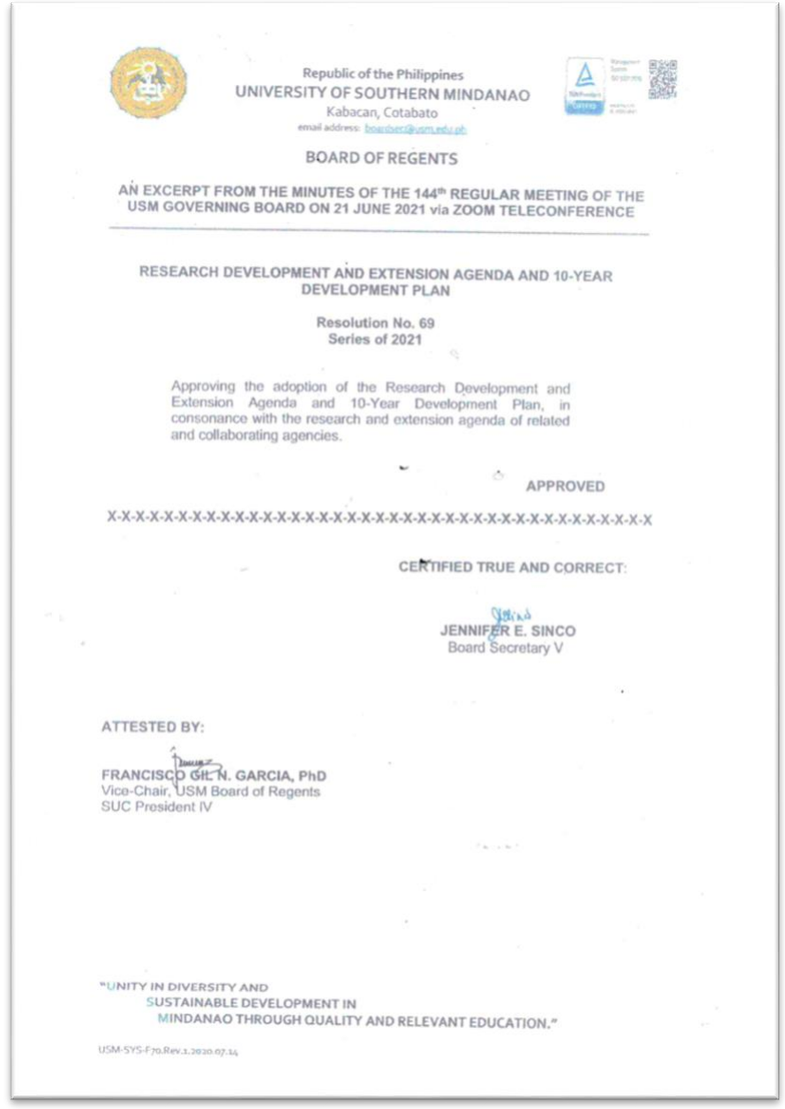
Parameter A – Priorities and Relevance

i. Research Agenda

The University of Southern Mindanao (USM) Research, Development, and Extension (RDE) Agenda serves as the institutional framework for guiding research initiatives toward innovation, community development, and sustainable growth. It establishes research priorities aligned with the University's mandate and the needs of its stakeholders and communities.

The RDE Agenda covers eight major themes: Quality Learning, Skills Development, and Literacy; Social Development and Strong Institutions; Preservation of Culture; Environmental Protection, Conservation, and Risk Reduction; Food Security and Poverty Reduction; Good Health and Well-being; Innovations in Science, Engineering, and Technology; and Sustainable Entrepreneurship and Management. These themes guide research activities that address educational, social, cultural, environmental, health, technological, and economic concerns.

The RDE Agenda and 10-Year Development Plan were formally approved by the USM Board of Regents through Resolution No. 69, Series of 2021, during its 144th Regular Meeting on June 21, 2021, via Zoom teleconference. The approval provides the institutional basis for implementing research and development initiatives aligned with the agendas of related and collaborating agencies.



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

BOARD OF REGENTS

AN EXCERPT FROM THE MINUTES OF THE 144th REGULAR MEETING OF THE USM GOVERNING BOARD ON 21 JUNE 2021 via ZOOM TELECONFERENCE

RESEARCH DEVELOPMENT AND EXTENSION AGENDA AND 10-YEAR DEVELOPMENT PLAN

Resolution No. 69
Series of 2021

Approving the adoption of the Research Development and Extension Agenda and 10-Year Development Plan, in consonance with the research and extension agenda of related and collaborating agencies.

APPROVED

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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

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

USM-SYS-F70.Rev.1.2020.07.14

RDE Themes	RDE Priority Areas
Quality Learning, Skills Development, and Literacy	Innovative teaching strategies; development and evaluation of functional education materials and modality; development of strategies/approaches for increased learning interest, motivation and engagement; school management; knowledge management; special education; remedial education; alternative learning system; assessment; soft skills; practical skills; adult education; language literacy; numerical literacy; data literacy; computer literacy; international studies; tracer studies
Social Development, and Strong Institutions	Gender and development (GAD); peace initiatives; community development; human security; justice; public policy and legislations; social rehabilitation; governance; organizational studies; behavioral studies; social institutions; ethics and public accountability; programs/project assessment; community needs assessment and interventions; partnerships and linkages
Preservation of Culture	Multicultural studies; educational materials for IPs; indigenous knowledge systems and practices; development of materials for cultural knowledge and promotion; arts; language and literature studies
Environmental Protection, Conservation, and Risk Reduction	Environment rehabilitation studies; biodiversity; climate change adaptation; risk, hazard and mitigation; biosafety; natural resources conservation and management; bioremediation; flood control; waste management; ecological preservation and care; environmental impact assessment
Food Security and Poverty Reduction	Agricultural and fisheries research; biotechnology; innovations; quality food product development; technology development; halal food production; sustainable production; responsible consumption; organic agriculture; food testing; smart agriculture; precision farming; livelihood programs; subsidy impact assessment; capacity building; capability building; farm machineries; post-harvest facilities; vertical farming; indigenous food
Good Health and Well-being	Nutrition; sports; physical education; resilience; psycho-social health; medical and medicinal studies; sanitation; functional foods; food and water quality and safety; mental and emotional health; therapy; coping mechanism; preventive measures; emerging diseases; health management; alternative medicine

Innovations in Science, Engineering, and Technology	Innovations; product and technology development; energy; materials science; nanotechnologies; robotics; artificial intelligence; internet of things; Science, Engineering, Communication, and Technologies (SECT) 4.0; biotechnology and OMIC technologies; inventions and discoveries; basic research; information technologies; electronics; drug discovery; mathematics; emerging technologies; fabrication; transport system; waste management; infrastructure; water systems; simulation studies; industrial and allied technology
Sustainable Entrepreneurship and Management	Entrepreneurship; economics; micro and macro scale business; product development; marketing; commercialization; networking; franchising; financial management; business feasibility studies; risk and opportunities; value adding; value chain analysis; organizational management; quality service assessment; human resource management; production management

The University of Southern Mindanao (USM) has established an institutional research agenda that aligns its research priorities with national and regional development goals. This initiative aims to ensure that the university's research activities contribute to addressing societal challenges, supporting government policies, promoting innovation, and advancing inclusive and sustainable development. The institutional research agenda is aligned with the priority frameworks of the Department of Science and Technology (DOST), the Commission on Higher Education (CHED), and the National Economic and Development Authority (NEDA).

The university's research agenda encompasses eight thematic areas: Quality Learning, Skills Development, and Literacy; Social Development and Strong Institutions; Preservation of Culture; Environmental Protection, Conservation, and Risk Reduction; Food Security and Poverty Reduction; Good Health and Wellbeing; Innovation in Science, Engineering, and Technology; and Sustainable Entrepreneurship and Management. These areas provide a comprehensive framework for guiding research initiatives that respond to educational, social, cultural, environmental, health, technological, and economic development needs.

The institutional research agenda also demonstrates the university's commitment to strengthening collaboration between academic institutions and government agencies. Its alignment with the DOST Harmonized National R&D Agenda (HNRDA), CHED National Higher Education Research Agenda (NHERA-2), and NEDA Regional Development Research Agenda (RDRA) ensures that research initiatives remain relevant to national priorities and regional concerns. The identified areas cover important issues such as STEM education, governance, cultural preservation, climate change, disaster risk reduction, agricultural productivity, public health, technological innovation, and small and medium enterprise development.

Overall, the institutional research agenda serves as a strategic guide for the university's research, development, and extension initiatives. It reinforces USM's commitment to producing research outputs that address community needs, support evidence-based policymaking, encourage technological advancement, and contribute to sustainable development in Southern Mindanao and the Philippines. The alignment of institutional priorities with national and regional research frameworks further strengthens the university's role in promoting academic excellence, innovation, and community empowerment.

USM Research Agenda	DOST Harmonized National R&D Agenda (HNRDA)	CHED National Higher Education Research Agenda (NHERA-2)	NEDA Regional Development Research Agenda (RDRA)
1. Quality Learning, Skills Development, and Literacy	STEM education, capacity-building, and extension programs	Improving HEI research capacity; curriculum and education research	Human capital development; curriculum alignment; skills access

2. Social Development and Strong Institutions	Governance and anti-corruption research; social sciences	Policy studies and research utilization	LGU development, justice systems, and support for vulnerable groups
3. Preservation of Culture	Addressed under social sciences and community-based programs	Curriculum and international benchmarking; emerging area	Cultural resource mapping and cultural promotion initiatives
4. Environmental Protection, Conservation, and Risk Reduction	Climate change, disaster risk reduction and management (DRRM), waste management, and environmental R&D	Environment, disaster risk management, and climate research	Ecological integrity, climate adaptation, and pollution control
5. Food Security and Poverty Reduction	Agri-technology, food sustainability, and bio-resources research	Agriculture, food safety, and biotechnology	Agri-fisheries research, poverty reduction, and support for vulnerable groups

6. Good Health and Wellbeing	Health systems, virology (Virology Institute of the Philippines), and public health	Health systems and vaccine development	Public health, maternal care, and e-health solutions
7. Innovation in Science, Engineering, and Technology	Advanced manufacturing, ICT, engineering innovations, and foresight (Pagtanaw 2050)	Smart analytics, engineering innovations, and ICT	Innovation hubs, SME technology support, and smart solutions
8. Sustainable Entrepreneurship and Management	SME upgrading (SETUP), innovation fund, and technology transfer	Emerging focus on technology commercialization and enterprise support	SME support, tourism, regional trade, and licensing

The University of Southern Mindanao (USM) recognizes the importance of stakeholder participation in formulating its Research, Development, and Extension (RDE) Agenda to ensure that institutional research thrusts and priorities are responsive to academic needs, government development directions, industry demands, and community concerns.

As part of this process, the University conducted a stakeholder consultation on July 15, 2015, at the URESC Conference Hall to review and identify research priorities for the 2015–2020 planning period. The consultation involved college and department research coordinators, full-time researchers, members of the statistical pool, program/project/study leaders, and representatives of research and extension units. The discussions focused on identifying priority research

areas, aligning research initiatives with the University's banner programs, and strengthening the relevance of research and extension activities to intended beneficiaries.

The consultation provided an opportunity to discuss existing commodity-based research priorities, including corn, cacao, banana, rubber, oil palm, and goat, and to establish broader thematic areas addressing education and literacy; peace, gender equality, and development; arts, culture, language, and literature; environmental protection and conservation; food security and poverty alleviation; and health care and proper nutrition.

Consistent with the institutional criterion on stakeholder participation, the formulation of the RDE Agenda recognizes the roles of the following stakeholder groups:

- Administrators – provide institutional direction and ensure alignment of research priorities with the University's mandate and strategic objectives.
- Faculty – contribute disciplinary expertise, research experience, and recommendations on relevant research and extension priorities.
- Students – provide perspectives on emerging academic concerns and research needs relevant to their learning and development.
- Government agency representatives – contribute policy directions, development priorities, and sectoral concerns relevant to research and extension, including those of agencies such as DOST, CHED, and NEDA.
- Other stakeholders, including alumni and parents – provide feedback and perspectives that can help ensure the relevance and responsiveness of institutional research priorities.

RDE PROPOSAL DEVELOPMENT/CONSULTATIVE MEETING & WORKSHOP

MINUTES OF THE MEETING

URESC Conference Hall, July 15, 2015

Time Start: 10:00 AM Registration
Opening Program
Leveling-Up

Attended by: College/Department Research Coordinators ()
Full Time Researchers (5)
Statistical Pool (2)
Program/Project/Study Leaders ()
Elizabeth C. Molina - Extension
Lorna G. Valdez - CARRDEC
Romulo L. Cena - USMARC
Baudilla S. Calvo - PICRI
Ariston D. Calvo – R&D
Cayetano C. Pomares – VP RD&E

Time End: 5:30 PM

After the roll-call by the Vice-Chairman of URDEC the meeting was officially opened at 11:00 o'clock in the morning. An initial rationale and observation were entertained so as to set the agenda. The deliberations of each agenda were as follows:

I. Revised USM Student Research Manual

No conduct of any research without bound (approved) outline, the date of indexing from the RDO office is the basis for the start of research conduct. In return, the indexing of the manuscript is based on the compliance of the outline. Seminars with outputs on outline and manuscript writing are not the basis for grading and indexing but the result of the rating of the examining committee will be the basis of the adviser for grading. only the designated adviser will submit the grade.

On the Statistical Guidelines

-Proposed for Statistician is Php100.00 pesos for research proposal (outline) and Php150.00 for research manuscript for undergraduate students; for graduate students, Php500.00 for proposal and Php1, 000 for manuscript. This honorarium is exclusive of data analysis and interpretation from USM SPSS software only at PhP 250 per transaction paid with O.R.;

-Technical editor use of USM official grammarly software charging fee of PhP150 per transaction- all fees charged will be given 30% experts honorarium for use and administration of the software.

*Dr. Elsa Gonzaga queried on the qualifications of the members of the statistical pool.
-MS Statistics, PhD Statistics, min of 5yrs being a researcher
-conducted research, applied statistical research (30 members; 22 from USM, 8 KCC)
*Mr. Efren Magulama on SAS, not user-friendly, maraming commercial software developed like STAR (ginagamit ng IRRI)
*Engr. Renel Alucilja commented that there should be a proper provision (statistical pool)
*Dr. J Pueyo queried if the 100 & 150 fee was agreed upon? Yes
*Mr. Alberto Arellano already have a Project Proposal "USM Data Management Center"

On Thesis Load of Faculty and Conduct of Research

-Case studies/feasibility studies are exempted from checking and recording in the Research and Development Office (RDO). Approval and recording will be up to the college level only.
-On the job training as option to research conduct must be passed by the RDO for graduation requirement. (O)JT Reports are not deposited in the RDO)
-If OJT, case/feasibility/designs are required courses must be accepted by the discipline under student enrolled courses.

II. Research and Extension Agenda

Current research agenda focusing on six commodities for deliberation/revision:

1. corn
2. cacao
3. banana
4. rubber
5. oil palm
6. goat

Suggestions for 2015-2020. Deliberated and approved for the revision of the as thematic areas:

1. access to education and literacy-CED, CENCOM, IMEAS, CIT
2. promotion of peace, gender equality and development-CBDEM, IMEAS
3. preservation of arts, culture, language and literature-CAS, IMEAS, CED, CIT
4. environmental protection and conservation-CAS,CENCOM, CBDEM,CA, CIT
5. food security and poverty alleviation- ALL Colleges and USMARC
6. health care and proper nutrition –CHEFS, CHS, ISPEAR, CAS, CVM, CA, CBDEM

Extension Agenda/Thrusts- same above
- there's a need for Technical Pool identification per college (memo served)
-assign people for extension each commodity

Research and extension divisions:

1. Crops- Prof. Efren Magulama
2. Animal – Dr. Emerlie Okit
3. Engineering- Engr. Renel Alucilja
4. Food Processing -Prof. Cabornida
5. Social Sciences-Dr. Norma Gomez
6. Applied Com- Dr. Criselda Bangoy
7. Biotechnology-Dr. Emma Sales
8. Information and Com- Mr. Eugene Ranjo
9. Technology commercialization- Ms. Marisa Garcia
10. Applied and natural sciences- Dr. Jelly Grace Nonesa
11. Arts, education & philosophy- Dr. Riceli Mendoza
12. Health Care – Ms. Marianne Meriales

III. BOR Resolution #56 on Approved Adjusted Rates.
- The resolution was approved by the BOR last June 30, 2015 and effectivity date is July 1, 2015.
- However, realignment of Budgetary Breakdown of each On Going researches/study must be done.
- Newly approved project proposal can go.

IV. Review of the Latest AACCUP Recommendations for Areas V & VI (RESEARCH AND EXTENSION)

Research and Extension Agenda
- Five (5) Years

-Proposal-based
-Commodities to address the industry
-Thematic thrust
- Acceptability of the Agenda to the Stakeholders
-to conduct Farmer's Forum (parents)
-identified municipalities from the extension services

V. The University President's Time:

Prepare Research and Extension Agenda for presentation to the Administrative Council and Board of Regents, respectively.

Prepared by:

JOYMARIE B. SALDIVAR
VPRDE Staff

Republic of the Philippines
UNIVESITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
E-mail address: usmvprde@usm.edu.ph

OFFICE OF THE VICE PRESDENT FOR RESEARCH, DEVELOPMENT AND EXTENSION

January 11, 2023

FRANCISCO GIL N. GARCIA, PhD
SUC President IV
USM, Kabacan, Cotabato

Sir:

This is to report the progress of the review of the RDE agenda and schedules of the next review.

On the January 10, 2023, URDEC with SOXAARRDEC reviewed the USM RDE agenda. Additional priority areas were included under the two agenda. Under Good Health and Well-being the suggested additional priority areas are: 1) traditional and alternative medicine and 2) community health. Under Innovations in Science, Engineering, and Technology, the suggested additional priority areas are: 1) Futures thinking, 2) product and technology development, 3) Data Science and Analytics, and 4) GIS, Remote sensing.

We confirmed that the 8 RDE agenda are aligned to the Sustainable Development Goals (SDG), Ambisyon Nation 2040, and Harmonized National R&D Agenda.

The second review will be on January 13, 2023 at 1:30 pm. We will invite Dr. Naomi Tangonan, College Deans and Students' representative, Datutie A. Labas Jr.

The suggested schedule of the finalization of USM RDE agenda will be on the January 20, 2023 and we will invite some members of the USM BOR.

Sincerely,

MA. TEODORA N. CABASAN
VP for Research, Development and Extension

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

USM-SYS-F70- Rev.1.2020.03.02

Republic of the Philippines
UNIVESITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

OFFICE OF THE VICE PRESIDENT FOR RESEARCH, DEVELOPMENT AND EXTENSION

MEMORANDUM No. 04
Series of 2023

TO : **COLLEGE DEANS and RDE DIRECTORS**
SUBJECT : **Review of the USM RDE Agenda**
DATE : January 11, 2023

In order to check the relevance of the USM RDE Agenda and its priority areas to the UN Agenda 2030 sustainable development goals, national agenda, and academic programs of USM, may we invite you to attend the review of the USM RDE agenda on January 13, 2023 at 1:30 pm, USM Commercial Building.

Attached is the copy of the USM RDE Agenda initially reviewed by the University Research, Development and Extension Committee (URDEC).

Your attendance is highly appreciated.

MA. TEODORA N. CABASAN, PhD
VP RDE/Co-chairperson, URDEC

Cc: VPAA

"UNITY IN DIVERSITY AND
SUSTAINABLE DEVELOPMENT IN
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USM-SYS-F70-Rev.1.2020.07.14

Republic of the Philippines
UNIVESITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
E-mail address: usmvprde@usm.edu.ph

OFFICE OF THE VICE PRESIDENT FOR RESEARCH, DEVELOPMENT AND EXTENSION

January 11, 2023

Mr. Datutie A. Labas Jr.
University Student Government President
USM, Kabacan, Cotabato

Dear Mr. Labas,

As representative of the students and president of the University Student Government, may we invite you to join us in the review of the USM RDE agenda on January 13, 2023 at 1:30 pm, USM Commercial Building. It is important to check the relevance of the USM RDE Agenda and its priority areas to the UN Agenda 2030 sustainable development goals, national agenda, and academic programs of USM.

Attached is the copy of the USM RDE Agenda initially reviewed by the University Research, Development and Extension Committee (URDEC).

Your presence is greatly appreciated.

Sincerely,

MA. TEODORA N. CABASAN
VP for Research, Development and Extension

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

USM-SYS-F70- Rev.1.2020.03.02

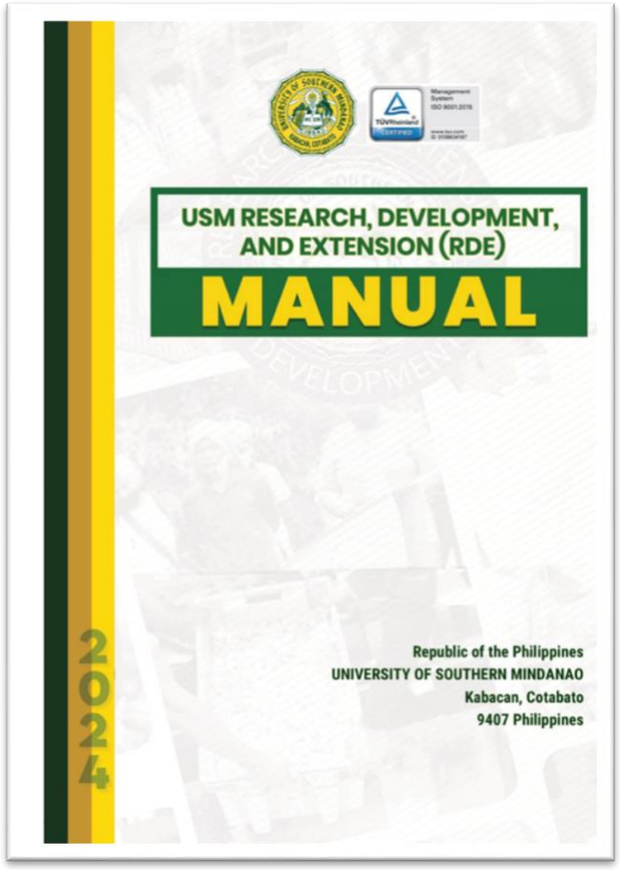
The consultation also emphasized the importance of industry relevance and community acceptability in identifying research priorities, including recommendations to conduct farmers' forums and consider communities previously reached through extension services. These discussions highlighted the need to ground research and extension initiatives in the actual needs of intended beneficiaries.

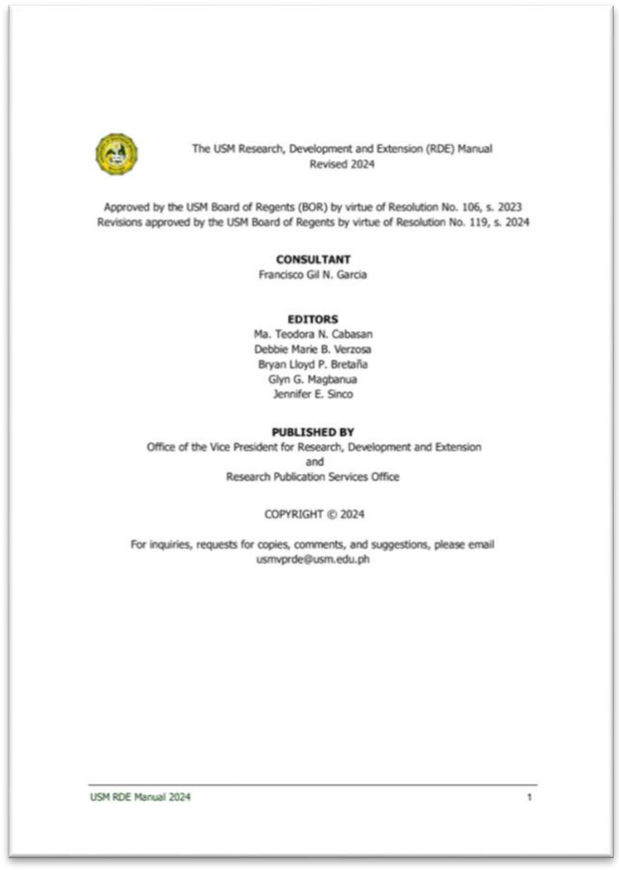
Through stakeholder consultation and collaboration, USM strengthens the foundation for a responsive, multidisciplinary, and development-oriented RDE Agenda. The identified priorities serve as a framework for developing research and extension proposals and guiding institutional initiatives toward addressing regional development concerns and contributing to sustainable community development.

ii. Approved Research Manual

The USM Research, Development, and Extension (RDE) Manual serves as a general reference for the guidelines and procedures governing the conduct of RDE activities and related initiatives at the University of Southern Mindanao. It was approved by the USM Board of Regents (BOR) through Resolution No. 106, Series of 2023, with its latest revisions approved through Resolution No. 119, Series of 2024. As a premier university, USM is committed to providing quality RDE, a vital component of our institution's progress. This RDE Manual is a practical and comprehensive resource for researchers, extensionists and students to carry out research, development, and extension activities efficiently and effectively in a manner that promotes productivity, quality, and innovation.

The RDE manual is a product of process documentation that covers various aspects of RDE including proposal development, planning, and implementation of research and development projects. The manual is intended for use by either new or experienced researchers, undergraduate and graduate students. It was developed to serve as a handy reference in developing, writing and publishing or even patenting ones' scientific work. It provides guidance on the step-by-step procedure, related mandates, proper ethics and other applicable rules and information beneficial and essential in coming up with the best RDE outputs. This revised RDE manual is relevant to the needs of our institution and gives direction to ensure accuracy, relevance, compliance, consistency, and effectiveness in carrying out R&D activities.




The USM Research, Development and Extension (RDE) Manual
Revised 2024

Approved by the USM Board of Regents (BOR) by virtue of Resolution No. 106, s. 2023
Revisions approved by the USM Board of Regents by virtue of Resolution No. 119, s. 2024

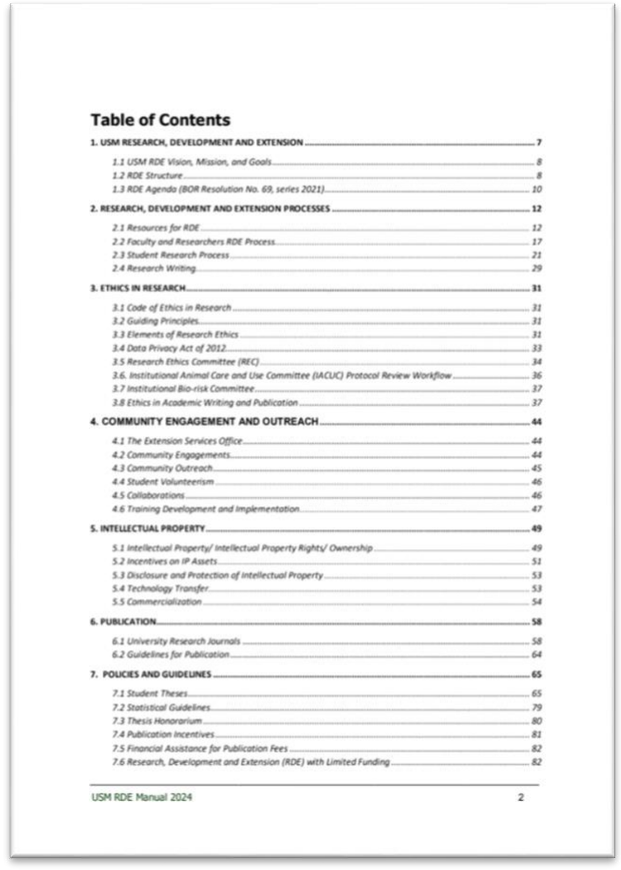
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Office of the Vice President for Research, Development and Extension
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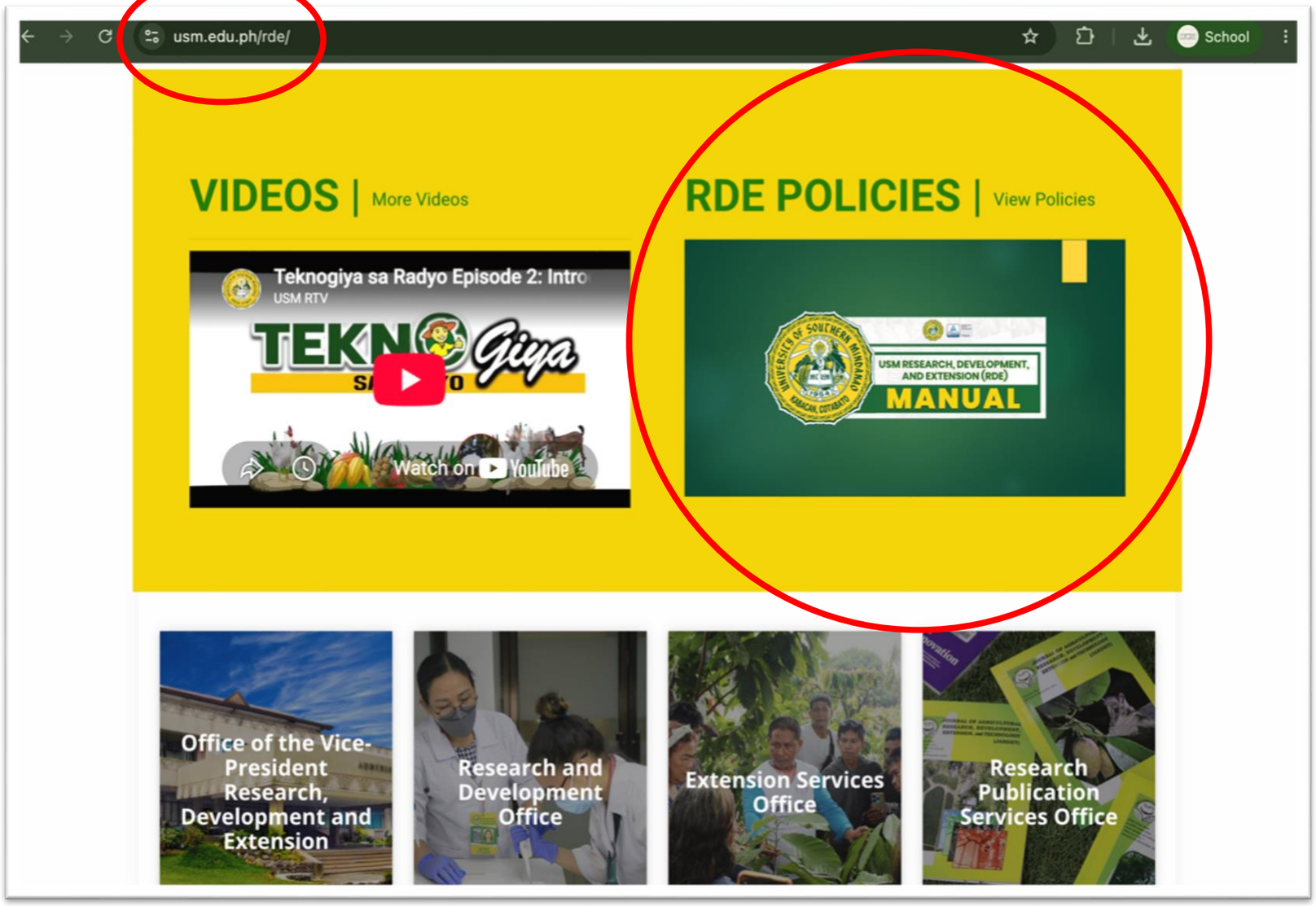
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usmvprde@usm.edu.ph


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The manual is readily accessible through the official USM website, providing researchers, faculty members, and other stakeholders with convenient access to the established guidelines, procedures, and prescribed forms and documents required throughout the research process. Its online availability promotes transparency, consistency, and efficiency in implementing research activities, while helping ensure compliance with University policies and requirements. By serving as a centralized reference, the manual facilitates the proper preparation, submission, evaluation, and implementation of research projects.


usm.edu.ph/rde/
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VIDEOS | More Videos
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USM RTV
TEKNO Giya
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RDE POLICIES | View Policies
USM RESEARCH, DEVELOPMENT, AND EXTENSION (RDE)
MANUAL
Office of the Vice-President Research, Development and Extension
Research and Development Office
Extension Services Office
Research Publication Services Office

iii. Approved Organizational Structure of the Research Program

Through Board of Regents Resolution No. 127, Series of 2025, the USM Board of Regents approved the research centers and extension projects/units and their structure within the University's RDE framework. This initiative aligns with the Revised Organization and Staffing Standards (ROSSS) for State Universities and Colleges (SUCs) Phase 2, providing a formal organizational structure for research and extension operations.

The approval aims to institutionalize existing research centers and extension units, provide a legal basis for requesting additional plantilla positions, strengthen alignment with the University's strategic direction and national standards, and improve the productivity, coordination, and monitoring of RDE activities. It also seeks to expand community impact, foster collaboration, and create additional employment opportunities through increased program activity and staffing.

This development reinforces USM's commitment to a more organized, responsive, and sustainable RDE system that supports institutional priorities and advances research and extension services for the benefit of its stakeholders and communities.



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
email address:

BOARD OF REGENTS

mobile: (09543)399299

Resolution No. 127, Series of 2025

APPROVING THE RESEARCH CENTERS AND EXTENSION PROJECTS/UNITS AND THEIR STRUCTURE WITHIN THE RESEARCH, DEVELOPMENT, AND EXTENSION (RDE) FRAMEWORK OF THE UNIVERSITY OF SOUTHERN MINDANAO

WHEREAS, the University of Southern Mindanao (USM) has long been engaged in research and extension work through various centers, projects, and units that contribute to the University's mandate of generating knowledge, developing technologies, and extending services for community development;

WHEREAS, the Revised Organization and Staffing Standards (ROSSS) for State Universities and Colleges (SUCs) Phase 2 provides a framework for the integration and alignment of research and extension structures within the Research, Development, and Extension (RDE) system;

WHEREAS, there is a need to provide a clear, legally recognized structure for research centers and extension projects/units operating within the University, in order to formalize their existence, streamline management, and improve coordination and monitoring;

WHEREAS, this proposal seeks the approval of the structure of the RDE that integrates all existing and proposed research centers, extension projects, programs, and units of the University, consistent with the ROSSS Phase 2 framework;

WHEREAS, the approval of this proposal will:

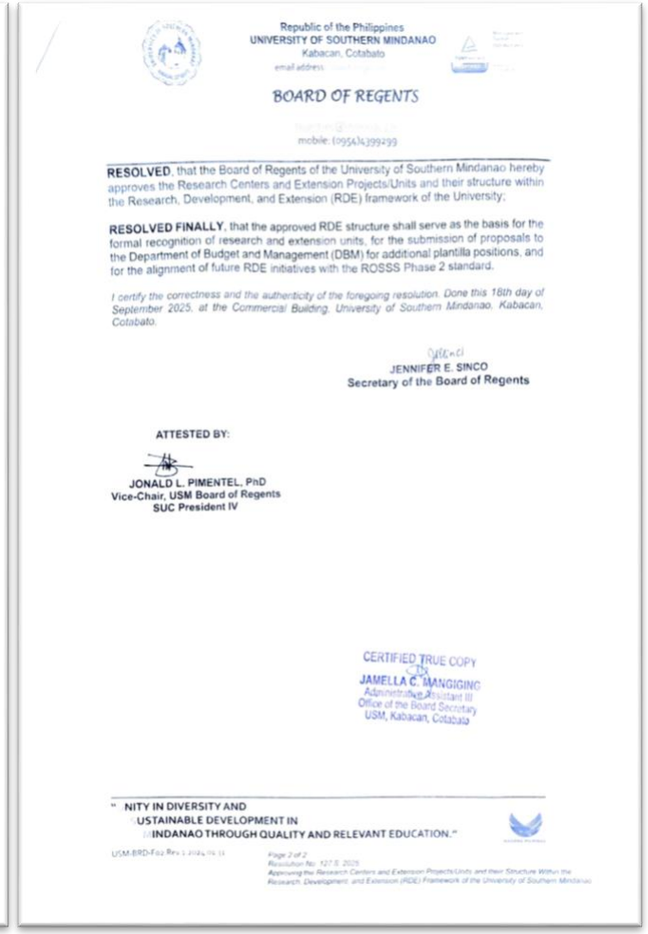
1. Formally recognize existing research centers and extension units for institutional legitimacy;
2. Provide a legal basis for requesting additional plantilla positions;
3. Strengthen alignment of ongoing research and extension efforts with the University's strategic direction and national standards;
4. Enhance research and extension productivity;
5. Improve monitoring and coordination of RDE activities through a comprehensive table of organization;
6. Expand community impact and opportunities for collaboration; and
7. Create more employment opportunities through increased program activity and staffing;

NOW THEREFORE, in view of the foregoing and on motion duly seconded, **be it:**

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

" NITY IN DIVERSITY AND
USTAINABLE DEVELOPMENT IN
INDANAO THROUGH QUALITY AND RELEVANT EDUCATION."

RELEASED



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
email address:

BOARD OF REGENTS

mobile: (09543)399299

RESOLVED, that the Board of Regents of the University of Southern Mindanao hereby approves the Research Centers and Extension Projects/Units and their structure within the Research, Development, and Extension (RDE) framework of the University;

RESOLVED FINALLY, that the approved RDE structure shall serve as the basis for the formal recognition of research and extension units, for the submission of proposals to the Department of Budget and Management (DBM) for additional plantilla positions, and for the alignment of future RDE initiatives with the ROSSS Phase 2 standard.

I certify the correctness and the authenticity of the foregoing resolution. Done this 18th day of September 2025, at the Commercial Building, University of Southern Mindanao, Kabacan, Cotabato.

JENNIFER E. SINCO
Secretary of the Board of Regents

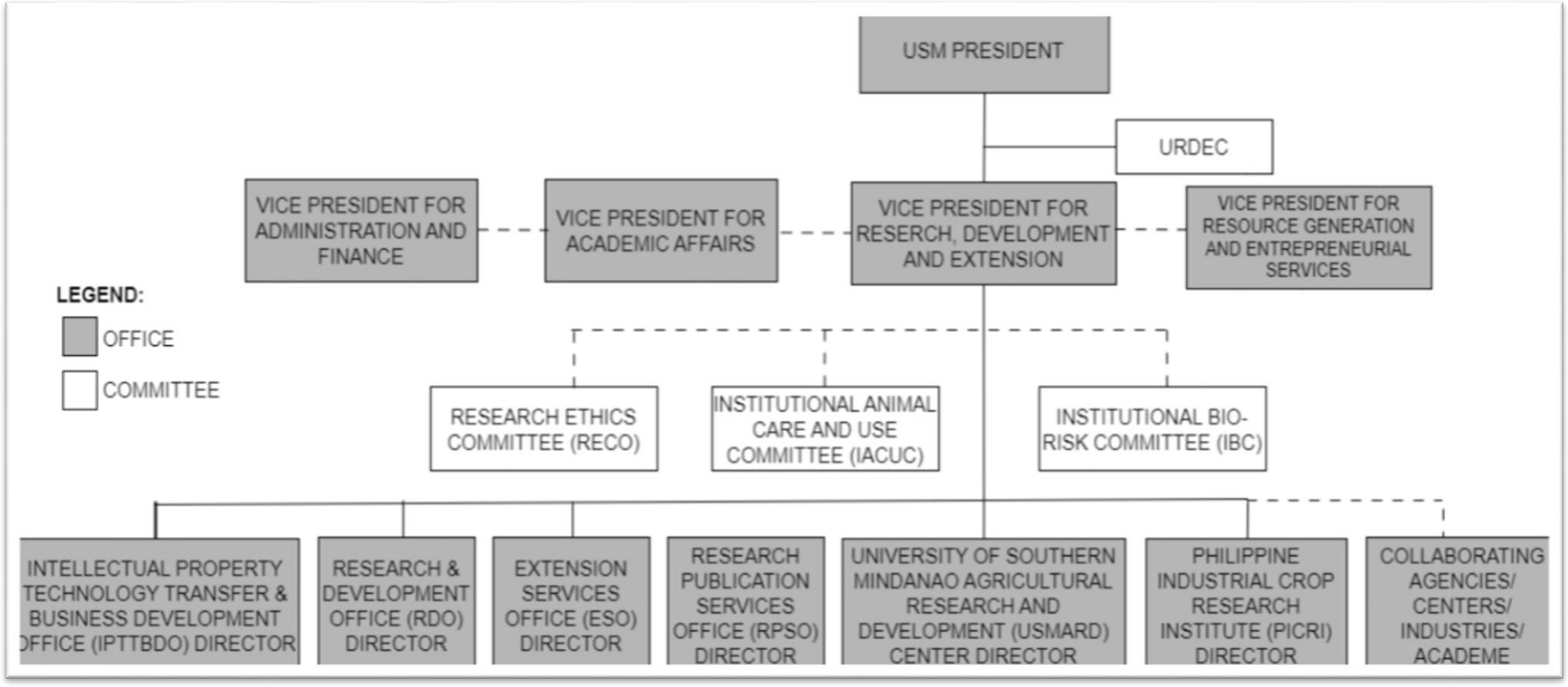
ATTESTED BY:

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

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

" NITY IN DIVERSITY AND
USTAINABLE DEVELOPMENT IN
INDANAO THROUGH QUALITY AND RELEVANT EDUCATION."

The University Research, Development and Extension Committee (URDEC) is directly under the Office of the President. It consists of the President of the University as Chairman and the Vice President for Research and Extension (VPRDE) As Vice Chairman. Other members of the URDEC are the directors of the offices under the Office of the VPRDE, namely the Intellectual Property Technology Transfer and Business Development Office (IPTTBDO), Research and Development Office (RDO), Extension Services Office (ESO), Research Publication Services Office (RPSO), University of Southern Mindanao Agricultural Research and Development (USMARD) Center, and the Philippine Industrial Crops Research Institute (PICRI).



URDEC formulates, reviews, and recommends policies, guidelines, rules, and regulations governing research, development and extension services for endorsement by the Administrative Council and forwarded for the confirmation or approval of the Board of Regents, through the University President.

The Research Ethics Committee, Institutional Animal Care and Use Committee (IACUC), and the Institutional Bio-risk Committee (IBC) are independent decision-making bodies monitored by the Office of the Vice President for Research, Development and Extension. They ensure the ethical, humane, and safe conduct of research involving humans, animals, and biohazardous materials, respectively.

The Research Ethics Committee reviews research protocols and their supporting documents, and harmonizes and consolidates ethical scientific research involving humans in the university. IACUC evaluates and approves the Animal Care and Use Program (ACUP) and the protocols of scientific procedures on animal research. The IBC provides policies and practices to prevent unintentional or accidental release of specific biological agents or toxins.

iv. Institution's Research Program/Agenda for the program under survey

The Accountancy Department Research Agenda provides a framework for identifying and developing research studies that address relevant issues in accounting, business management, governance, education, taxation, and information systems. It connects specific areas of accountancy research with the institution's Research, Development, and Extension (RDE) themes and priority areas, ensuring that research initiatives contribute to organizational improvement, economic development, technological innovation, and social progress.

A meeting was conducted on September 15, 2019, to discuss and develop a relevant and forward-looking research agenda for the Department of Accountancy. The meeting brought together key stakeholders, including faculty members, alumni, student representatives, and industry representatives, to share their insights and recommendations on the department's research priorities. During the meeting, the existing research areas were reviewed, and emerging trends and industry needs were discussed, particularly in technology integration, digital taxation, financial literacy, global financial management, auditing, accounting information systems, and corporate governance.

Through the collaborative discussion, the participants identified seven priority research areas and proposed specific research topics aligned with current developments in the accounting and finance professions. The meeting emphasized the importance of ensuring that the department's research agenda remained academically sound, responsive to industry demands, and relevant to real-world challenges. The stakeholders also agreed on follow-up actions, including refining the proposed topics, establishing industry partnerships, gathering student feedback, and involving alumni in research mentoring.

Following the consultation, a Final Report dated October 10, 2019, documented the review and finalization of 9 research agenda under the identified priority areas. These topics serve as a guide for faculty and student research initiatives and provide opportunities for collaboration with industry partners. Overall, the

conduct of the meeting demonstrated the department's commitment to participatory research planning and to developing a research agenda that supports academic excellence, professional practice, and emerging developments in accounting and finance.

The research agenda covers several important fields, including financial and operational auditing, internal control systems, business ethics and governance, strategic financing, working capital management, financial statement analysis, government and nonprofit accounting, accounting information systems, cost management, accounting education, and taxation in business transactions.

These areas demonstrate that accountancy research extends beyond the preparation and analysis of financial statements. It also involves promoting ethical practices, strengthening institutional accountability, improving business performance, developing effective educational strategies, and adopting technological innovations to enhance accounting processes.

No.	Accountancy Research Agenda	RDE Theme	RDE Priority Areas
1	Financial, Operational, Compliance, and Information System Audit and Internal Control System	Sustainable Entrepreneurship and Management	Micro and macro scale business; franchising; financial management; business feasibility studies; risk and opportunities; value adding; value chain analysis; quality service assessment.
2	Business Ethics and Governance	Sustainable Entrepreneurship and Management	Micro and macro scale business; franchising; financial management; business feasibility studies; risk and opportunities; value adding; value chain analysis; quality service assessment.

3	Business Ethics and Governance	Social Development and Strong Institutions	Community development; public policy and legislations; social rehabilitation; governance; organizational studies; behavioral studies; social institutions; ethics and public accountability; programs/project assessment.
4	Strategic Financing Decisions, Working Capital Management, and Financial Statement Analysis	Sustainable Entrepreneurship and Management; Social Development and Strong Institutions	Micro and macro scale business; franchising; financial management; business feasibility studies; risk and opportunities; value adding; value chain analysis; quality service assessment; community development; public policy and legislations; social rehabilitation; governance; organizational studies; behavioral studies; social institutions; ethics and public accountability; programs/project assessment.
5	Accounting for Government and Non-profit Organizations	Social Development and Strong Institutions	Micro and macro scale business; franchising; financial management; business feasibility studies; risk and opportunities; value adding; value chain analysis; quality service assessment. Note: The priority areas shown in the source image may be misaligned with this research agenda.
6	Accounting Information Systems	Innovations in Science, Engineering, and Technology	Artificial intelligence; internet of things; Science, Engineering, Communication, and Technologies (SECT) 4.0; basic research; information technologies; e-electronics; emerging technologies.

7	Cost and Strategic Cost Management	Sustainable Entrepreneurship and Management	Micro and macro scale business; franchising; financial management; business feasibility studies; risk and opportunities; value adding; value chain analysis; quality service assessment.
8	Accounting Education	Quality Learning, Skills Development, and Literacy	Innovative teaching strategies; development and evaluation of functional education materials and modality; strategies to increase learning interest, motivation, and engagement; school management; knowledge management; special education; remedial education; alternative learning system; assessment; soft skills; practical skills; adult education; language literacy; numerical literacy; data literacy; computer literacy; international studies; tracer studies.
9	Regulatory Framework and Taxation in Business Transactions	Social Development and Strong Institutions	Gender and development (GAD); peace initiatives; community development; human security; justice; public policy and legislations; social rehabilitation; governance; organizational studies; behavioral studies; social institutions; ethics and public accountability; programs/project assessment; community needs assessment and interventions; partnership and linkages.

The accountancy research agenda is significant because it establishes a connection between accounting knowledge and practical organizational and societal needs. Its coverage of financial management, auditing, taxation, governance, information systems, cost management, and education provides researchers with opportunities to investigate problems that affect the efficiency, transparency, and sustainability of different institutions.

In the business sector, research can contribute to improved financial decision-making, stronger internal controls, better cost management, and more effective use of accounting technologies. In the public and nonprofit sectors, it can promote responsible fund utilization, transparent financial reporting, and stronger accountability mechanisms. In education, it can support the development of teaching approaches that improve students' accounting competencies and professional readiness.

The alignment with the RDE themes also encourages interdisciplinary research. For example, accounting information systems can combine accounting principles with technological innovation, while taxation and governance research can connect financial compliance with institutional development. Similarly, accounting education can contribute to quality learning and skills development by examining effective instructional strategies and the practical competencies required in the accounting profession.

v. Research Projects/Activities of the Program under Survey

The Comprehensive Research Program for 4th-Year Accounting Students is a structured, two-semester initiative designed to develop the research competencies of graduating students and integrate academic inquiry into the curriculum.

In the first semester, students focus on developing a research proposal that includes an introduction to the research problem, literature review, research objectives, methodology, and a proposed timeline. This proposal is defended before a panel composed of two faculty members and one external evaluator, who provide feedback and either approve the work or require revisions.

Upon approval, students proceed to the second semester, where they carry out the actual research, conduct data analysis, and complete the thesis manuscript. The process culminates in a final thesis defense, again before the same type of panel, where students present their findings, discuss implications, and respond to questions. Evaluation in both phases is based on criteria such as research quality, clarity of objectives, depth of analysis, originality, and presentation.

Throughout the program, students are supported by faculty advisers who provide guidance on proposal writing, data analysis, and manuscript development. Workshops and seminars on academic writing, research design, and data analytics are also offered, along with access to databases and software tools.

Students are encouraged to select topics aligned with the department's research agenda, which includes areas such as technology in accounting, taxation in the digital age, financial literacy, auditing innovations, and the use of information systems in financial reporting.

Each semester follows a clearly defined timeline, with specific milestones and deliverables scheduled from months one to five, including topic selection, proposal writing, data gathering, manuscript drafting, and final defense.

This program not only ensures students fulfill academic requirements but also prepares them for careers in accounting practice, research, or graduate studies. By engaging in this rigorous process, students learn to generate evidence-based insights and contribute meaningfully to the field of accounting.

ABSTRACT

ASPERA, EUGENE B., TEJADA, JEAHAN L. 2026. Determinants of Health Insurance Preferences of Government Employees in USM under the Budget Circular 2024-6. BSMA Thesis. College of Business Development and Economic Management, University of Southern Mindanao, Kabacan, Cotabato. Number of pages. 93 pp

Adviser: **JAY-R G. VILDAC, CPA**

This study examines factors influencing health insurance preferences among government employees at the University of Southern Mindanao (USM) under the ₱7,000 medical allowance. Using a descriptive-causal and comparative design, data were collected from teaching and non-teaching personnel through a structured questionnaire and analyzed using descriptive statistics, multinomial logistic regression, and chi-square tests. Results show that most employees prefer the Basic health insurance plan. Cost and affordability, service and provider quality, and personal and family considerations significantly influence plan choice, while awareness and knowledge, and benefits and coverage do not. No significant differences in preferences were found across age, sex, or marital status.

Keywords: Medical Allowance, Budget Circular 2024-6, USM Government Employees, Determinants

ABSTRACT

OTOC, KAYE LOREX P. & QUIRABO, ANNA MAE L. 2026. Role of Cooperative Characteristics on the Influence of Corporate Social Responsibility Dimensions to Stakeholder Trust. Bachelor of Science in Accountancy Thesis. College of Business, Development Economics and Management, University of Southern Mindanao, Kabacan, Cotabato. 108 pp

Adviser: **JAY-R G. VILDAC, CPA, DBA**

This study examined how social, environmental, and economic corporate social responsibility (CSR) dimensions influenced stakeholder trust in Poblacion, Kidapawan City cooperatives while assessing how cooperative size and age affected these trust relationships. It specifically aimed to identify cooperative characteristics, assess the extent of CSR implementation as perceived by managers and stakeholders, evaluate stakeholder trust, and analyze the relationship between CSR dimensions and stakeholder trust. The research study used a descriptive-causal research design which gathered data through survey questionnaires that were distributed to managers and stakeholders of 26 cooperatives. The researchers used complete enumeration and systematic sampling methods to achieve equal representation throughout the research study.

The findings revealed that all three CSR dimensions — social, environmental, and economic aspects achieve very high implementation levels according to both managers and stakeholders. Stakeholder trust reached a

ABSTRACT

GARMINO, PAULA DOMINIQUE R. & REBUTA, JEANNIE Q. 2026. Financial Position and Cash Flow Indicators' Relationship with the SGLG Awards: Evidence from LGUs In Region XII, Philippines (2022-2024). BSMA Thesis. College of Business, Development Economics and Management, University of Southern Mindanao, Kabacan, Cotabato. 116 pp

Adviser: **JAY-R G. VILDAC, CPA, DBA**

The study investigated the influence of financial position and cash flow indicators on the attainment of the Seal of Good Local Governance (SGLG) among Local Government Units (LGUs) in Region XII, Philippines from 2022 to 2024. Utilizing a quantitative, longitudinal panel research design with a descriptive-causal approach, the study analyzed a panel dataset of 156 observations sourced from the Commission on Audit (COA) and Department of the Interior and Local Government (DILG). Data were evaluated using descriptive statistics and a Random-Effects Panel Logistic Regression model.

The results revealed that Solvency Ratio and Leverage Ratio exerted a significant positive influence on the likelihood of SGLG recognition. This suggests that LGUs with robust long-term stability and those that strategically utilize debt to finance developmental projects are more likely to achieve excellence in governance. Conversely, the Surplus Margin showed a significant negative influence, indicating that excessive fund accumulation inversely affects governance ratings by signaling low absorptive capacity or underspending.

1. Outputs for Parameter A

- **Institutional Research, Development, and Extension (RDE) Agenda.** The University of Southern Mindanao has established an institutional RDE Agenda that serves as its strategic framework for identifying, prioritizing, and implementing research initiatives. The agenda ensures that research activities respond to the university's mandate, stakeholder needs, and regional development concerns. It provides direction for faculty members, researchers, students, and research units in selecting topics that contribute to knowledge generation, innovation, and sustainable development.
- **Eight institutional research themes and corresponding priority areas.** The university's research agenda identifies eight major themes: Quality Learning, Skills Development, and Literacy; Social Development and Strong Institutions; Preservation of Culture; Environmental Protection, Conservation, and Risk Reduction; Food Security and Poverty Reduction; Good Health and Well-being; Innovations in Science, Engineering, and Technology; and Sustainable Entrepreneurship and Management. These themes provide a broad framework for multidisciplinary research in education, governance, cultural preservation, environmental sustainability, agriculture, public health, technology, and enterprise development.
- **Alignment with national and regional research priorities.** USM aligns its institutional research agenda with the Department of Science and Technology's Harmonized National R&D Agenda (HNRDA), the Commission on Higher Education's National Higher Education Research Agenda (NHERA-2), and the National Economic and Development Authority's Regional Development Research Agenda (RDRA), as identified in the submitted document. This alignment helps ensure that research initiatives contribute to broader development objectives while addressing the specific needs of Southern Mindanao and surrounding communities.

- **Board of Regents approval of the institutional RDE Agenda and 10-Year Development Plan**. The university's RDE Agenda and 10-Year Development Plan were approved through Board of Regents Resolution No. 69, Series of 2021, during the 144th Regular Meeting on June 21, 2021. This formal approval establishes an institutional basis for implementing research and development initiatives and demonstrates that research priorities are integrated into the university's broader strategic direction.
- **Approved and accessible RDE Manual.** USM maintains an approved Research, Development, and Extension Manual that provides procedures and guidelines for proposal preparation, research planning, project implementation, publication, patenting, and other RDE-related activities. The manual was approved through Board of Regents Resolution No. 106, Series of 2023, and its latest revisions were approved through Resolution No. 119, Series of 2024. Its availability on the official university website allows researchers, faculty members, students, and other stakeholders to access standardized research procedures and prescribed forms.
- **Formal organizational structure for research management.** The university has established an organizational framework for coordinating and managing research and extension activities. Through Board of Regents Resolution No. 127, Series of 2025, the university approved the research centers, extension projects and units, and their organizational structure within the institutional RDE framework. This provides a formal basis for strengthening coordination, monitoring, staffing, and implementation of research programs.
- **Institutional research governance through the University Research, Development and Extension Committee (URDEC).** The URDEC operates under the Office of the University President and is chaired by the President, with the Vice President for Research and Extension serving as vice chair. Its membership includes directors of relevant RDE offices and research centers. The committee formulates, reviews, and recommends research-related policies and guidelines, helping ensure that institutional research activities follow a coordinated governance structure.

- **Established mechanisms for research ethics and biosafety.** USM has independent bodies responsible for ethical and safe research conduct, including the Research Ethics Committee, Institutional Animal Care and Use Committee (IACUC), and Institutional Bio-risk Committee (IBC). These bodies review and oversee research involving human participants, animals, and biohazardous materials, respectively. Their functions help ensure that research activities are conducted responsibly and that ethical, scientific, and safety considerations are integrated into project implementation.
- **Department of Accountancy Research Agenda.** The Department of Accountancy has developed a program-specific research agenda aligned with the university's RDE themes. Its agenda covers financial and operational auditing, internal control systems, business ethics and governance, strategic financing, working capital management, financial statement analysis, government and nonprofit accounting, accounting information systems, cost management, accounting education, and taxation in business transactions. These research areas provide a focused direction for faculty and student research while remaining responsive to developments in accounting, finance, governance, and business practice.
- **Participatory development of the Accountancy Research Agenda.** A meeting held on September 15, 2019, brought together faculty members, alumni, student representatives, and industry representatives to discuss the department's research priorities. The consultation considered emerging trends and professional needs, including technology integration, digital taxation, financial literacy, auditing, accounting information systems, and corporate governance. The final report dated October 10, 2019, documented the finalization of nine research agenda areas, providing a reference for subsequent faculty and student research initiatives.
- **Comprehensive Research Program for fourth-year Accountancy students.** The department implements a structured, two-semester research program that guides graduating students from proposal development to thesis completion. During the first semester, students prepare and defend research proposals covering

the research problem, literature review, objectives, methodology, and timeline. During the second semester, they conduct the study, analyze data, complete the manuscript, and defend their findings before an evaluation panel.

- **Structured student research supervision and evaluation.** The student research program involves faculty advisers and examining panels composed of faculty members and an external evaluator. Students receive guidance on research design, data gathering, data analysis, and manuscript preparation. Research outputs are evaluated based on quality, clarity of objectives, depth of analysis, originality, and presentation, helping ensure that student studies meet academic standards and contribute to relevant professional concerns.
- **Research capability development supporting the institutional agenda.** The submitted document identifies workshops and seminars on research design, academic writing, statistics, data analytics, and manuscript development as part of the university's research capability-building efforts. These activities help researchers improve their technical competencies and develop proposals and manuscripts that are aligned with institutional priorities and appropriate for scholarly dissemination.
- **Research agenda linked to practical and professional concerns.** The Accountancy Department's priority areas provide opportunities to examine issues affecting private businesses, public institutions, nonprofit organizations, and educational settings. Research on auditing, internal controls, taxation, financial management, and accounting information systems can generate evidence-based recommendations for improving accountability, financial decision-making, organizational efficiency, and professional practice.

2. Best Practices of the University

- **Institutionalization of research priorities through formal approval.** A significant best practice is the formal approval of the university's RDE Agenda and 10-Year Development Plan by the Board of Regents. This practice provides institutional legitimacy and continuity to research planning, helping ensure that research priorities are not determined solely by individual interests but are connected to the university's strategic goals and development mandate.
- **Alignment of institutional research with national and regional development agendas.** USM's alignment with DOST, CHED, and NEDA research frameworks demonstrates a systematic approach to ensuring the relevance of its research initiatives. This practice helps researchers identify priority problems, strengthens opportunities for collaboration with government agencies, and increases the potential for research findings to contribute to policy development and regional socioeconomic progress.
- **Use of broad, multidisciplinary research themes.** The eight RDE themes allow the university to accommodate research across different disciplines while maintaining a common institutional direction. This is a good practice because many development challenges—such as food security, poverty, climate change, public health, governance, and entrepreneurship—require perspectives from several fields. The framework encourages collaboration among colleges, research centers, and external partners.
- **Regular institutional guidance through a comprehensive RDE Manual.** The university's approved and revised RDE Manual provides a common reference for researchers and students. Its step-by-step guidance promotes consistency in proposal development, implementation, documentation, ethics, and dissemination. Making the manual accessible online further improves transparency and allows stakeholders to consult institutional requirements without relying exclusively on printed copies or informal instructions.

- **Formalized research governance and accountability.** The establishment of URDEC and the approval of research center and extension-unit structures demonstrate a commitment to organized research management. Assigning policy formulation and review functions to a designated committee helps clarify institutional responsibilities, supports coordination among research offices, and provides a mechanism for the review and endorsement of research policies.
- **Integration of research ethics into institutional research management.** The presence of the Research Ethics Committee, IACUC, and IBC is a good practice because it recognizes that research quality involves more than technical or academic merit. Independent review mechanisms help protect research participants, promote humane animal research, and manage biosafety risks. These safeguards strengthen the credibility and responsible conduct of university research.
- **Participatory and stakeholder-oriented research agenda development.** The Accountancy Department's consultation with faculty, alumni, students, and industry representatives demonstrates a participatory approach to research planning. This practice enables the department to consider academic priorities alongside professional developments and actual industry needs. It also provides opportunities for alumni and industry representatives to contribute practical perspectives and potentially support research collaboration and mentoring.
- **Translation of university-wide research priorities into program-specific agendas.** The Accountancy Department's alignment of its research agenda with the institutional RDE themes demonstrates how university-level priorities can be operationalized within individual academic programs. This practice gives faculty members and students a clear basis for selecting research topics while preserving the distinct concerns and competencies of the accounting profession.
- **Integration of research into the undergraduate curriculum.** The two-semester Comprehensive Research Program for fourth-year Accountancy students is a good practice because it establishes research as a structured learning process rather than merely a final academic requirement. The progression from proposal preparation to data collection, analysis, manuscript writing, and oral defense allows students to develop research competencies systematically.

- **Use of faculty guidance and evaluative panels.** The involvement of faculty advisers, examining committees, and external evaluators provides multiple opportunities to assess and improve student research. Constructive feedback can help students strengthen their methodology, interpretation, originality, and presentation. This process also reinforces academic accountability and prepares students for professional problem-solving and possible graduate-level research.
- **Support for research capability development.** The conduct of workshops and seminars on writing, research methods, statistics, and data analytics demonstrates an effort to develop the skills necessary to implement the institutional research agenda. This practice is valuable because the relevance of a research agenda depends on the ability of faculty members and students to design sound studies and produce credible outputs.
- **Emphasis on relevance, practical application, and community impact.** The institutional agenda and the Accountancy Department's priority areas encourage research that addresses real-world concerns, such as financial literacy, internal control, taxation, organizational accountability, and business sustainability. This approach helps bridge academic inquiry and practical decision-making, supporting the university's role in knowledge generation and community development.
- **Connection between research planning, implementation, and dissemination.** The university's combination of research agendas, procedural guidelines, research supervision, and publication-related activities provides a foundation for managing the research process from topic selection to the communication of findings. This is a good practice because research priorities become more meaningful when they are translated into completed studies, scholarly outputs, and practical recommendations.

Parameter B – Funding and Other Resources

i. Institution's Approved Budget for Research and Development

The University of Southern Mindanao (USM) supports the implementation of its research, development, and extension (RDE) programs through approved funding sourced from both the University's local funds and the national government through the General Appropriations Act (GAA). These funding sources provide financial support for the conduct of institutional research initiatives, enabling researchers to undertake studies that address scientific, technological, agricultural, environmental, socioeconomic, and other development priorities relevant to the University's mandate and its partner communities.

Local research funding is provided in accordance with Commission on Higher Education (CHED) Memorandum Order No. 20, series of 2011, which serves as the policy basis identified by the University for supporting research activities through its institutional resources. Under CHED Memorandum Order No. 20, series of 2011, the allocation for research services is set at 10% of tuition fees, after deducting the prescribed allowance for college-wide common administrative costs. The order identifies eligible research-related expenditures, including researchers' honoraria and incentives, research assistants' compensation, equipment, facilities, supplies, training, travel, research reviews, and presentations.

This funding mechanism allows USM to allocate resources to approved research proposals and initiatives aligned with its research priorities and institutional objectives. Through local funding, the University demonstrates its commitment to fostering a research culture, encouraging faculty and researchers to undertake scholarly investigations, and generating knowledge and innovations that contribute to institutional development and community needs.

In addition to local funding, the University receives national government research funding through the General Appropriations Act (GAA), subject to the approved annual budget and applicable government budgeting, accounting, and auditing rules. These funds support research programs and projects aligned

with national development priorities, sectoral needs, and the University's research agenda. GAA-funded research initiatives enable the University to undertake studies requiring dedicated financial resources, engage research personnel, acquire necessary supplies and equipment, and implement project activities according to approved work plans and budgets.

The availability of both local and GAA-funded research support provides the University with complementary funding mechanisms for sustaining its research endeavors. While local funding strengthens institutional support for research, national government appropriations provide additional resources for approved research initiatives and priority programs. Together, these funding sources contribute to the development of research capabilities, generation of scientific knowledge and innovations, and delivery of research outputs that support evidence-based policymaking and socioeconomic development.

Expenditure Item	CY 2024		CY 2025		CY 2026	
	Local Fund	National Fund	Local Fund	National Fund	Local Fund	National Fund
Research Subsidy	-	6,369,409.00	-	11,732,000.00	-	12,741,000.00
Inventory Supplies	221,750.30		20,833.42		-	
Furniture and Fixtures	-		10,525.00		-	
Travel Expenses	23,900.00		-		-	
Other Professional Services	24,000.00		80,000.00		-	
Other Maintenance and Operating Expenses	211,349.70		-		558,847.98	
Office Equipment	24,500.00		65,000.00		-	

Technical & Scientific Equipment	-	287,000.00	-

Aside from locally generated revenue and funding from the General Appropriations Act (GAA), the University of Southern Mindanao (USM) has consistently received research grants from national and international funding agencies, including government departments, non-government organizations, and international development institutions. These external grants support a wide range of research initiatives in areas such as agriculture, environmental science, education, social development, and public health. They also provide opportunities for collaboration with other institutions and stakeholders, enabling the university to strengthen its research capabilities and expand the reach of its research outputs. Furthermore, these grants reflect the confidence of external funding agencies in USM's capacity to develop and implement relevant research projects that address pressing societal concerns and contribute to regional, national, and global development.

PROJECT TITLE	TOTAL BUDGET	PROJECT LEADER	FUNDING AGENCY
"Smart Cacao Budwood Nursery And Greenhouse For Production Of High-Quality Planting Materials"	4,417,957.60	Edward A. Barlaan	DOST-PCAARRD
Phase 2:"Field Validation Of Nutrient Requirements For Enhanced Productivity Of Robusta Coffee In Mindanao"	3,000,000.00	Leandreux D. Ocasion	DA-BAR

Phase 2: Optimization Of Microbial Inoculant With Phosphate And Potassium Solubilizing Microorganisms Isolated From Acidic And Calcareous Soils In Southern Philippines For Sustainable Corn Production"	2,500,000.00	Maria Elena N. Tanabe	DA-BAR
"Raise Project 1. Regional Intellectual Property And Technology Business Management (IPTBM) In SOCCSKSARGEN Through The Raise Program"	2,588,932.00	Pia Amabelle M. Flores	DOST XII
"Raise Project 2. Establishment Of Regional Agri-Business Hub (ABH) In SOCCSKSARGEN Through The Raise Program"	1,200,400.00	Ronald Z. Pascual	DOST XII
"Raise Project 3a. Enhancement Of The Agri-Aqua Technology Business Incubator (ATBI) In University Of Southern Mindanao (USM) Through The Raise Program"	1,835,100.00	Pia Amabelle M. Flores	DOST XII

"Raise Project 4. Establishment Of Regional Knowledge Management (Km) Hub In SOCCSKSARGEN Through The Raise Program"	1,264,000.00	Josephine R. Migalbin	DOST XII
"Enhanced Regional Collaborative Program In SOCCSKSARGEN"	1,689,008.00	Josephine R. Migalbin	DOST-PCAARRD
"Consortium Member Institutions (CMI) Contribution"	1,094,726.67	Josephine R. Migalbin	DOST-PCAARRD
"Dokumentasyon Ng Mga Wika Sa Pilipinas"	150,000.00	Radji A. Macatabon	
"International Committee Of The Red Cross (ICRC)"	96,500.00	Mary Joy S. Cañolas	ICRC
"Empowering Equity Target Students: Enhancing Access And Success In State Universities And Colleges Across Region XII"	5,000,000.00	Marcos F. Monderin	CHED
"Biotechnology Unit - Other Income"	16,184.00	Edward A. Barlaan	DA-BAR
Heirit: Establishment Of Usmart Technology Business Incubator - Dost Funded Tbi"	8,110,392.00	Jalaloden B. Marohom	DOST-PCIEERD

"Satellite Serdac: Establishment Of Satellite Socio-Economic And Data Analytics Center (Serdac) At The University Of Southern Mindanao To Strengthen Capacity In Socio-Economic Research And Analytics In The Region"	3,477,574.50	Romiel John P. Basan	DOST-PCAARRD
"Development Of Rubber-Based Cropping Systems In Southern Philippines (Land Management Of Diverse Rubber-Based Systems In Southern Philippines)"	3,580,188.46	Mel Chrisel A. Sales	GGGI
"Iarc: Impact Assessment Of Dost-Pcieerd Regional Consortia In The Philippines"	3,032,523.20	Romiel John P. Basan	DOST-PCIEERD
"Preserving Maguindanaon Traditional Music Through Learning Packages, Digital Apps, And Iec Materials"	1,273,429.85	Debbie Marie B. Verzosa	MOST-BARMM
"Technical Education And Skills Development Authority (TESDA)- OVERHEAD"	3,263,241.94	Clark I. Maarat	TESDA
"Isolation Of Lactic Acid Bacteria From Job's Tears (Coix Lacryma-Jobi) And Two Forages And Their	1,050,038.00	Josephine R. Migalbin	MOST-BARMM

Utlization As Inoculant In Silage Production For Halal Ruminant Feed"			
"Molecular Diagnostics For Detection Of Halal And Non-Halal Animal Species Using Advanced Molecular Technologies"	5,363,000.00	Edward A. Barlaan	CHED
"Impact Assessment Of The Program On Advancing The Philippine Mango Industry Through Production Of Export Quality Mangoes"	3,556,490.00	Jennet Rioboca Mag-Aso	DOST-PCAARRD
"Empowering Local Government Units In Harnessing Insect Bat Ecosystem Services Towards Wildlife Conservation And Food Security"	1,665,993.00	John Aries G. Tabora	CHED
"Utilization Of Microorganisms Isolated From Ligawasan Marsh In Sustainable Agriculture And Fish And Animal Production"	2,311,050.55	Maria Elena N. Tanabe	MOST-BARMM

ii. Linkages established with Research agencies/institutions

The institution has established linkages with various research agencies and institutions at the regional, national, and international levels to strengthen its research capabilities and promote collaboration in research, development, and innovation. These linkages provide opportunities for knowledge sharing, technical assistance, access to research resources, collaborative projects, and participation in research initiatives that address relevant regional, national, and global development priorities.

At the regional level, the institution maintains linkages with the SOCCSKSARGEN Agriculture, Aquatic, and Natural Resources Research and Development Consortium, the Department of Science and Technology (DOST) Region XII, CRIEERDC, and the Philippine Council for Health Research and Development. These agencies and research organizations provide avenues for regional research collaboration, capacity building, and the dissemination of research outputs in areas relevant to the region's development needs.

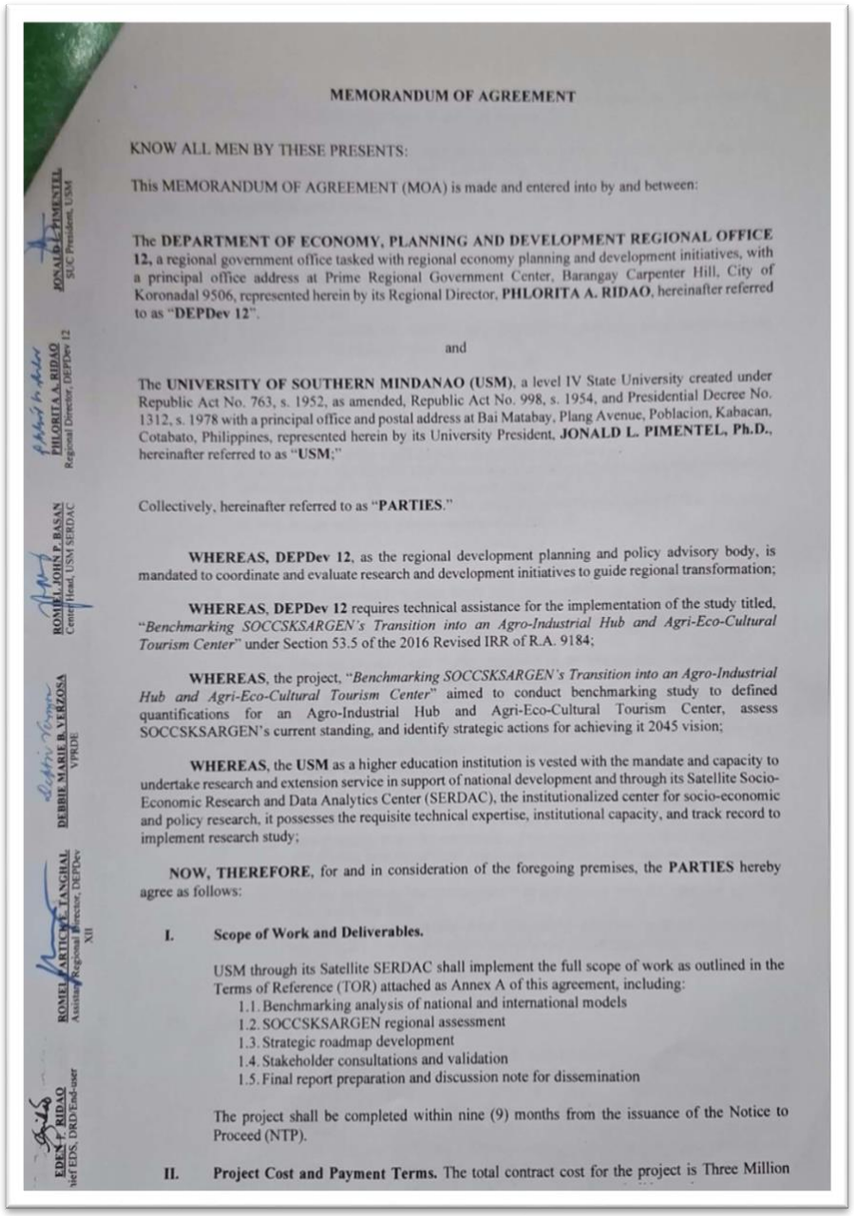
At the national level, the institution's research linkages include the Bureau of Agricultural Research, Department of Agriculture, Philippine Carabao Center, Bureau of Fisheries and Aquatic Resources, Agricultural Training Institute, Philippine Coconut Authority, Department of Science and Technology, Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development, Philippine Council for Industry, Energy, and Emerging Technology Research and Development, Philippine Council for Health Research and Development, National Research Council of the Philippines, Department of Trade and Industry, Commission on Higher Education, and Philippine Industrial Crops Research Institute. These institutions offer potential avenues for research collaboration, technical expertise, funding opportunities, and the development of research initiatives aligned with national priorities in education, agriculture, fisheries, health, industry, science, technology, and economic development.

At the international level, the institution has identified linkages with CIRAD, the International Rubber Association, and the International Rubber Research and Development Board. These linkages provide opportunities to engage with international research networks, exchange scientific knowledge, and explore collaborative initiatives addressing relevant global research and development concerns.

Overall, these institutional linkages demonstrate a commitment to strengthening research partnerships and expanding opportunities for collaborative inquiry. Through engagement with regional, national, and international agencies, the institution can enhance its research capacity, encourage interdisciplinary collaboration, support the development of innovative solutions, and promote the dissemination and practical application of research findings. These partnerships also contribute to aligning institutional research initiatives with broader development priorities and strengthening the institution's role in advancing research, innovation, and community development.

	Agencies
Regional Level	SOCCSKSARGEN Agriculture, Aquatic, and Natural Resources Research and Development Consortium
	DOST Region XII
	CRIEERDC
	Philippine Council for Health Research and Development
National Level	Bureau of Agricultural Research
	Department of Agriculture
	Philippine Carabao Center
	Bureau of Fisheries & Aquatic Resources
	Agricultural Training Institute
	Philippine Coconut Authority
	Department of Science and Technology

	Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development
	Philippine Council for Industry, Energy, and Emerging Technology Research and Development
	Philippine Council for Health Research and Development
	National Research Council of the Philippines
	Department of Trade and Industry
	Commission of Higher Education
	Philippine Industrial Crops Research Institute
	Ministry of Trade, Investment and Tourism - BARMM
	Department of Economy, Planning and Development
International Level	CIRAD
	International Rubber Association
	International Rubber Research and Development Board



MEMORANDUM OF AGREEMENT

KNOW ALL MEN BY THESE PRESENTS:

This MEMORANDUM OF AGREEMENT (MOA) is made and entered into by and between:

The **DEPARTMENT OF ECONOMY, PLANNING AND DEVELOPMENT REGIONAL OFFICE 12,** a regional government office tasked with regional economy planning and development initiatives, with a principal office address at Prime Regional Government Center, Barangay Carpenter Hill, City of Koronadal 9506, represented herein by its Regional Director, **PHLORITA A. RIDAO**, hereinafter referred to as "**DEPDev 12**".

and

The **UNIVERSITY OF SOUTHERN MINDANAO (USM)**, a level IV State University created under Republic Act No. 763, s. 1952, as amended, Republic Act No. 998, s. 1954, and Presidential Decree No. 1312, s. 1978 with a principal office and postal address at Bai Matabay, Plang Avenue, Poblacion, Kabacan, Cotabato, Philippines, represented herein by its University President, **JONALD L. PIMENTEL, Ph.D.**, hereinafter referred to as "**USM**;"

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

WHEREAS, DEPDev 12, as the regional development planning and policy advisory body, is mandated to coordinate and evaluate research and development initiatives to guide regional transformation;

WHEREAS, DEPDev 12 requires technical assistance for the implementation of the study titled, "*Benchmarking SOCCSKSARGEN's Transition into an Agro-Industrial Hub and Agri-Eco-Cultural Tourism Center*" under Section 53.5 of the 2016 Revised IRR of R.A. 9184;

WHEREAS, the project, "*Benchmarking SOCCSKSARGEN's Transition into an Agro-Industrial Hub and Agri-Eco-Cultural Tourism Center*" aimed to conduct benchmarking study to defined quantifications for an Agro-Industrial Hub and Agri-Eco-Cultural Tourism Center, assess SOCCSKSARGEN's current standing, and identify strategic actions for achieving it 2045 vision;

WHEREAS, the **USM** as a higher education institution is vested with the mandate and capacity to undertake research and extension service in support of national development and through its Satellite Socio-Economic Research and Data Analytics Center (SERDAC), the institutionalized center for socio-economic and policy research, it possesses the requisite technical expertise, institutional capacity, and track record to implement research study;

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

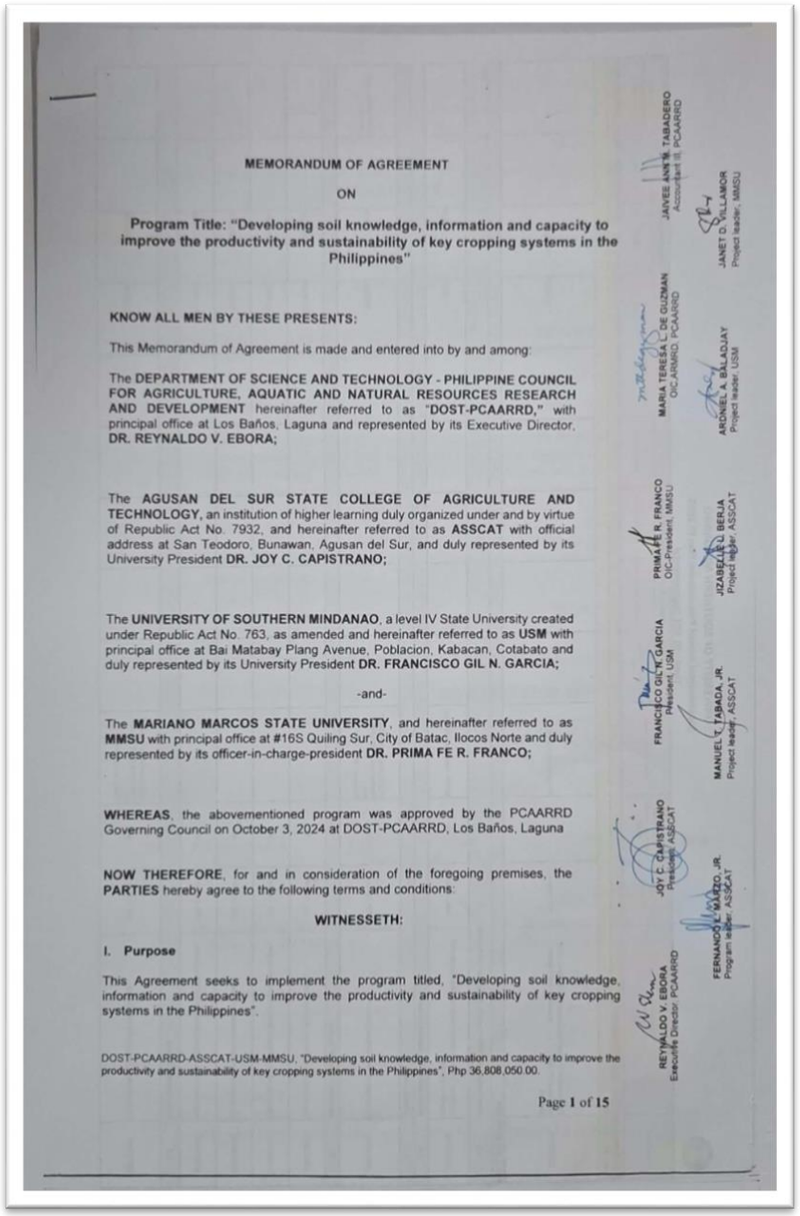
I. Scope of Work and Deliverables.

USM through its Satellite SERDAC shall implement the full scope of work as outlined in the Terms of Reference (TOR) attached as Annex A of this agreement, including:

1.1. Benchmarking analysis of national and international models
1.2. SOCCSKSARGEN regional assessment
1.3. Strategic roadmap development
1.4. Stakeholder consultations and validation
1.5. Final report preparation and discussion note for dissemination

The project shall be completed within nine (9) months from the issuance of the Notice to Proceed (NTP).

II. Project Cost and Payment Terms. The total contract cost for the project is Three Million



MEMORANDUM OF AGREEMENT

ON

Program Title: "Developing soil knowledge, information and capacity to improve the productivity and sustainability of key cropping systems in the Philippines"

KNOW ALL MEN BY THESE PRESENTS:

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

The **DEPARTMENT OF SCIENCE AND TECHNOLOGY - PHILIPPINE COUNCIL FOR AGRICULTURE, AQUATIC AND NATURAL RESOURCES RESEARCH AND DEVELOPMENT** hereinafter referred to as "**DOST-PCAARRD,**" with principal office at Los Baños, Laguna and represented by its Executive Director, **DR. REYNALDO V. EBORA;**

The **AGUSAN DEL SUR STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY,** an institution of higher learning duly organized under and by virtue of Republic Act No. 7932, and hereinafter referred to as **ASSCAT** with official address at San Teodoro, Bunawan, Agusan del Sur, and duly represented by its University President **DR. JOY C. CAPISTRANO;**

The **UNIVERSITY OF SOUTHERN MINDANAO**, a level IV State University created under Republic Act No. 763, as amended and hereinafter referred to as **USM** with principal office at Bai Matabay Plang Avenue, Poblacion, Kabacan, Cotabato and duly represented by its University President **DR. FRANCISCO GIL N. GARCIA;**

-and-

The **MARIANO MARCOS STATE UNIVERSITY**, and hereinafter referred to as **MMSU** with principal office at #16S Quiling Sur, City of Batac, Ilocos Norte and duly represented by its officer-in-charge-president **DR. PRIMA FE R. FRANCO;**

WHEREAS, the abovementioned program was approved by the PCAARRD Governing Council on October 3, 2024 at DOST-PCAARRD, Los Baños, Laguna

NOW THEREFORE, for and in consideration of the foregoing premises, the **PARTIES** hereby agree to the following terms and conditions:

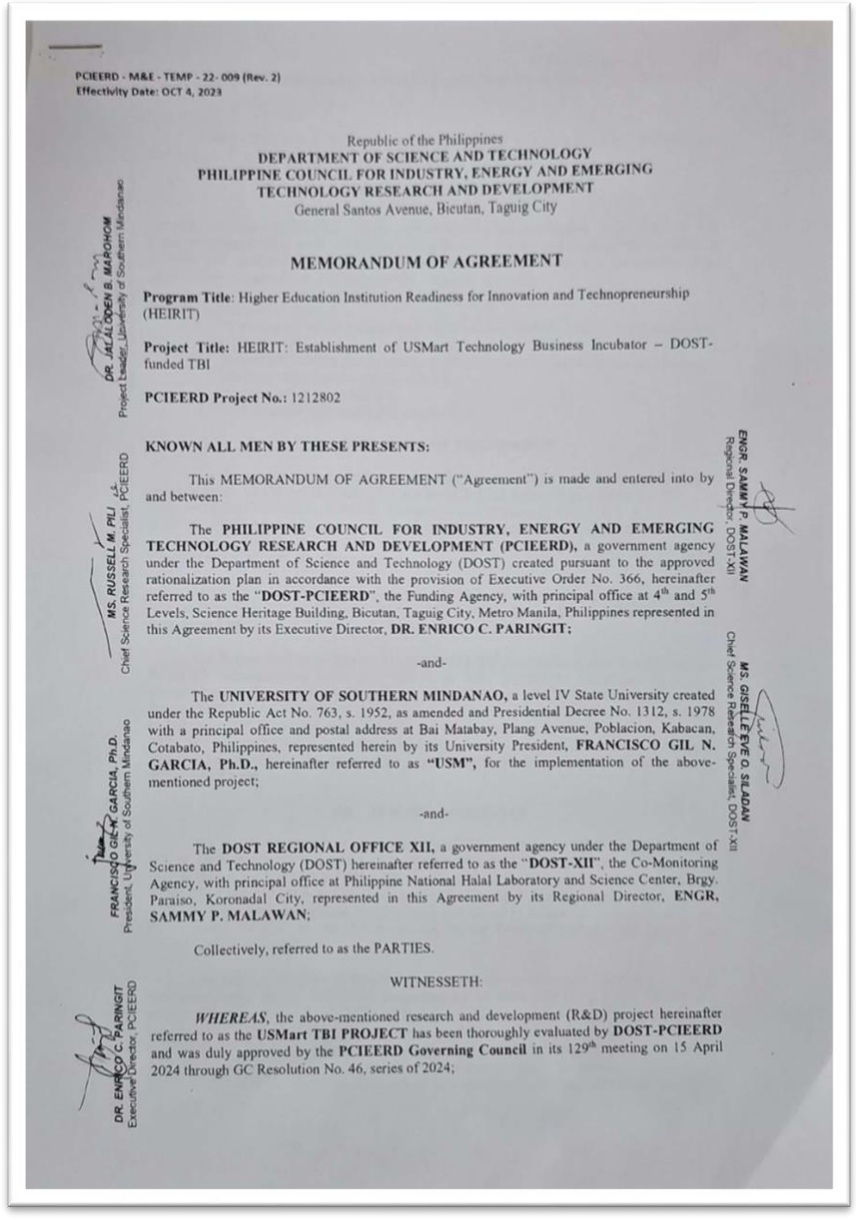
WITNESSETH:

I. Purpose

This Agreement seeks to implement the program titled, "Developing soil knowledge, information and capacity to improve the productivity and sustainability of key cropping systems in the Philippines".

DOST-PCAARRD-ASSCAT-USM-MMSU, "Developing soil knowledge, information and capacity to improve the productivity and sustainability of key cropping systems in the Philippines", Php 36,808,050.00.

Page 1 of 15



PCIEERD - M&E - TEMP - 22- 009 (Rev. 2)
Effectivity Date: OCT 4, 2023

Republic of the Philippines
DEPARTMENT OF SCIENCE AND TECHNOLOGY
PHILIPPINE COUNCIL FOR INDUSTRY, ENERGY AND EMERGING TECHNOLOGY RESEARCH AND DEVELOPMENT
General Santos Avenue, Bicutan, Taguig City

MEMORANDUM OF AGREEMENT

Program Title: Higher Education Institution Readiness for Innovation and Technopreneurship (HEIRIT)

Project Title: HEIRIT: Establishment of USMart Technology Business Incubator – DOST-funded TBI

PCIEERD Project No.: 1212802

KNOWN ALL MEN BY THESE PRESENTS:

This MEMORANDUM OF AGREEMENT ("Agreement") is made and entered into by and between:

The **PHILIPPINE COUNCIL FOR INDUSTRY, ENERGY AND EMERGING TECHNOLOGY RESEARCH AND DEVELOPMENT (PCIEERD),** a government agency under the Department of Science and Technology (DOST) created pursuant to the approved rationalization plan in accordance with the provision of Executive Order No. 366, hereinafter referred to as the "**DOST-PCIEERD**", the Funding Agency, with principal office at 4th and 5th Levels, Science Heritage Building, Bicutan, Taguig City, Metro Manila, Philippines represented in this Agreement by its Executive Director, **DR. ENRICO C. PARINGIT;**

-and-

The **UNIVERSITY OF SOUTHERN MINDANAO,** a level IV State University created under the Republic Act No. 763, s. 1952, as amended and Presidential Decree No. 1312, s. 1978 with a principal office and postal address at Bai Matabay, Plang Avenue, Poblacion, Kabacan, Cotabato, Philippines, represented herein by its University President, **FRANCISCO GIL N. GARCIA, Ph.D.,** hereinafter referred to as **"USM",** for the implementation of the above-mentioned project;

-and-

The **DOST REGIONAL OFFICE XII,** a government agency under the Department of Science and Technology (DOST) hereinafter referred to as the "**DOST-XII**", the Co-Monitoring Agency, with principal office at Philippine National Halal Laboratory and Science Center, Brgy. Paraiso, Koronadal City, represented in this Agreement by its Regional Director, **ENGR, SAMMY P. MALAWAN;**

Collectively, referred to as the PARTIES.

WITNESSETH:

WHEREAS, the above-mentioned research and development (R&D) project hereinafter referred to as the **USMart TBI PROJECT** has been thoroughly evaluated by **DOST-PCIEERD** and was duly approved by the **PCIEERD Governing Council** in its 129th meeting on 15 April 2024 through GC Resolution No. 46, series of 2024;

DR. JAL ALDEN B. MAROHOM
Project Leader, University of Southern Mindanao

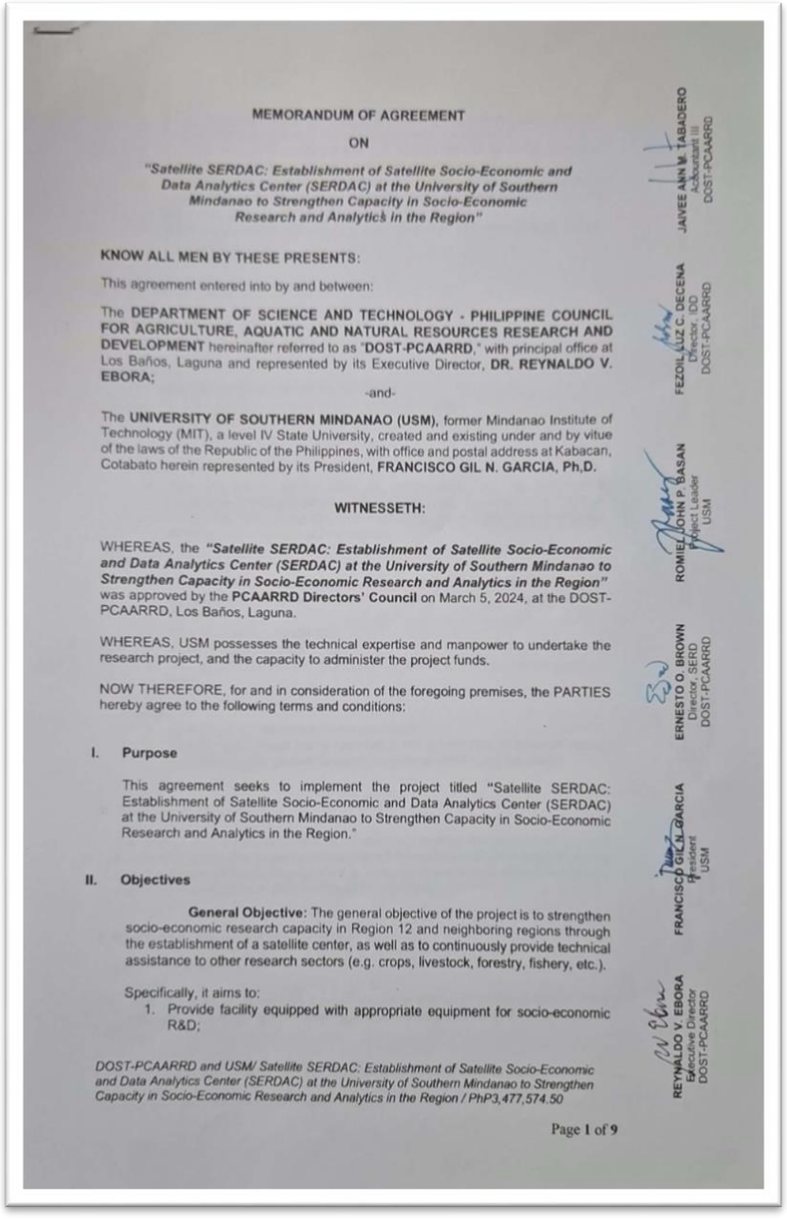
MS. RUSSELL M. PILI
Chief Science Research Specialist, PCIEERD

FRANCISCO GIL N. GARCIA, Ph.D.
President, University of Southern Mindanao

DR. ENRICO C. PARINGIT
Executive Director, PCIEERD

ENGR. SAMMY P. MALAWAN
Regional Director, DOST-XII

MS. GISELLE EVE O. SILADAN
Chief Science Research Specialist, DOST-XII



MEMORANDUM OF AGREEMENT

ON

"Satellite SERDAC: Establishment of Satellite Socio-Economic and Data Analytics Center (SERDAC) at the University of Southern Mindanao to Strengthen Capacity in Socio-Economic Research and Analytics in the Region"

KNOW ALL MEN BY THESE PRESENTS:

This agreement entered into by and between:

The **DEPARTMENT OF SCIENCE AND TECHNOLOGY - PHILIPPINE COUNCIL FOR AGRICULTURE, AQUATIC AND NATURAL RESOURCES RESEARCH AND DEVELOPMENT** hereinafter referred to as "**DOST-PCAARRD,**" with principal office at Los Baños, Laguna and represented by its Executive Director, **DR. REYNALDO V. EBORA;**

-and-

The **UNIVERSITY OF SOUTHERN MINDANAO (USM),** former Mindanao Institute of Technology (MIT), a level IV State University, created and existing under and by vitue of the laws of the Republic of the Philippines, with office and postal address at Kabacan, Cotabato herein represented by its President, **FRANCISCO GIL N. GARCIA, Ph.D.**

WITNESSETH:

WHEREAS, the ***"Satellite SERDAC: Establishment of Satellite Socio-Economic and Data Analytics Center (SERDAC) at the University of Southern Mindanao to Strengthen Capacity in Socio-Economic Research and Analytics in the Region"*** was approved by the **PCAARRD Directors' Council** on March 5, 2024, at the DOST-PCAARRD, Los Baños, Laguna.

WHEREAS, USM possesses the technical expertise and manpower to undertake the research project, and the capacity to administer the project funds.

NOW THEREFORE, for and in consideration of the foregoing premises, the PARTIES hereby agree to the following terms and conditions:

I. Purpose

This agreement seeks to implement the project titled "Satellite SERDAC: Establishment of Satellite Socio-Economic and Data Analytics Center (SERDAC) at the University of Southern Mindanao to Strengthen Capacity in Socio-Economic Research and Analytics in the Region."

II. Objectives

General Objective: The general objective of the project is to strengthen socio-economic research capacity in Region 12 and neighboring regions through the establishment of a satellite center, as well as to continuously provide technical assistance to other research sectors (e.g. crops, livestock, forestry, fishery, etc.).

Specifically, it aims to:

1. Provide facility equipped with appropriate equipment for socio-economic R&D;

JAIVEE ANN M. TABADERO
Accountant III
DOST-PCAARRD

FEZOIL LUZ C. DECENA
Director, DD
DOST-PCAARRD

ROMIEL JOHN P. BASAN
Project Leader
USM

ERNESTO O. BROWN
Director, SERD
DOST-PCAARRD

FRANCISCO GIL N. GARCIA
President
USM

REYNALDO V. EBORA
Executive Director
DOST-PCAARRD

iii. Research Facilities, Equipment, ICT and Other Resources

The University has acquired and accumulated various equipment through collaborative funding arrangements with local and national government agencies, as well as externally funded projects. These equipment have supported the implementation of various research, development, and extension (RDE) initiatives, serving as essential resources for conducting experiments, collecting and analyzing data, and undertaking other project-related activities. Through the shared utilization of these resources across multiple projects, the University maximizes the use of available facilities, promotes resource efficiency, and strengthens its research capabilities. This collaborative approach also contributes to the sustainability of research infrastructure, enabling the University to support continuing and future research endeavors while fostering partnerships with funding agencies and other stakeholders.

Account	Acquisition Cost
Furniture and Fixtures	453,047.00
Motor Vehicles	2,531,252.00
Technical and Scientific Equipment	152,111.00
Sports Equipment	112,758.00
Printing Equipment	267,000.00
Medical equipment	112,041,509.94
Security Equipment	100,000.00
Communication Equipment	403,340.00

Agricultural and Forestry Equipment	6,849,504.19
Information and Communication Technology Equipment	14,073,433.65
Office Equipment	2,434,729.77
Machinery	1,045,000.00
Other Structures	18,082,075.62
School Buildings	1,920,000.00
Buildings	536,389.00
Power Supply Systems	983,538.40
Water Supply Systems	7,865,341.00
Other Land Improvements	149,000.00

iv. Research Personnel and other Support Services

The University of Southern Mindanao (USM) maintains a complement of research personnel and support staff who contribute to the implementation, management, and monitoring of its research, development, and extension (RDE) programs and projects. These personnel possess relevant educational qualifications and are engaged under various employment arrangements, including permanent appointments and contracts of service, enabling the University to sustain its research operations and respond to the staffing requirements of externally funded, nationally funded, and locally supported projects.

The University's research workforce includes science research specialists, education program specialists, university research associates, research assistants, research aides, project technical staff, laboratory technicians, and other specialized personnel. They provide technical and scientific assistance in conducting experiments, collecting and processing data, operating laboratory equipment, preparing research outputs, and carrying out project-specific activities. Their involvement helps ensure that research projects are implemented efficiently and that the intended deliverables are achieved in accordance with project objectives and funding requirements.

Complementing the technical workforce are administrative and other support personnel who assist in project coordination, documentation, records management, property and laboratory support, financial and administrative transactions, and other operational requirements. These services are essential in facilitating the day-to-day implementation of research activities, ensuring proper documentation and accountability, and supporting compliance with institutional policies and funding agency requirements.

Through this combination of permanent personnel and project-based staff, USM strengthens its institutional capacity to undertake multidisciplinary research, manage collaborative initiatives, and maximize the utilization of research facilities and equipment. The availability of qualified research personnel and

appropriate support services demonstrates the University's commitment to sustaining a productive research environment, fostering collaboration among researchers and partner institutions, and advancing research outputs that respond to local, regional, and national development priorities.

Name	Educational Qualifications	Function	Status
Torres, Ritchel O.	Bachelor's Degree Relevant To The Job	Training Specialist II (CT)	Permanent
Elarde, Jessie G.	Bachelor's Degree Relevant To The Job	Senior Sci. Res. Specialist	Permanent
Bangoy, Janice M.	Bachelor's Degree Relevant To The Job	Senior Sci. Res. Specialist	Permanent
Subrio, Kharlo J.	Bachelor's Degree Relevant To The Job	Educ. Program Specialist II	Permanent
Balbuena, Marry Grace S.	Bachelor's Degree Relevant To The Job	Educ. Program Specialist II	Permanent
Lucena, Sheena B.	Bachelor's Degree Relevant To The Job	Science Research Specialist II	Permanent
Pecho, Jasmin A.	Bachelor's Degree Relevant To The Job	Science Research Specialist II	Permanent
Cabantug, Rezin G.	Bachelor's Degree Relevant To The Job	Science Research Specialist II	Permanent
Oria, Leizl Gray T.	Bachelor's Degree Relevant To The Job	Education Program Specialist I	Permanent
Baltazar, Jayson S.	Bachelor's Degree Relevant To The Job	Education Program Specialist I	Permanent
Sanama, John Aldrin I.	Bachelor's Degree Relevant To The Job	Education Program Specialist I	Permanent

Cabunto, Rahima A.	Bachelor's Degree Relevant To The Job	Education Program Specialist I	Permanent
Bayam, Dheliafe A.	Bachelor's Degree Relevant To The Job	University Research Associate I	Permanent
Vallejos, Peny Lane E.	Bachelor's Degree Relevant To The Job	University Research Associate I	Permanent
Sauyen, Abegail B.	Bachelor's Degree Relevant To The Job	University Research Associate I	Permanent
Paduyos, Rochelle C.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Ramos, Francis Juaquin L.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Cañales, Mae Angelic M.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Senarillos, Alleona Jasper G.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Cascaro, Jessa Mae M.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Torres, Vincent Philip D.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Semilla, Darwin S.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Alivar, Jennifer D.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Dapun, Earvin Jason T.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Moadas, Racel C.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent

Abas, Monalisa M.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Sulaiman, Sharita M.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Aliudin, Aivie Mae B.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Barro, Medelyn M.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Casten, Revin A.	Completion Of 2 Year Studies In College	Administrative Aide VI	Permanent
Albarillo, Jasmin	Bachelor's Degree In A Relevant Fields	Science Research Assistant	Contract Of Service
Besas, Hazel Joy B.	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Cantomayor, Jhon Marlou	Bachelor's Degree In A Relevant Fields	Project Staff	Contract Of Service
Castillon, Ariel Duke	Bachelor's Degree In A Relevant Fields	Science Research Assistant	Contract Of Service
Elarde, Rizalde G.	Bachelor's Degree In A Relevant Fields	Research Aide	Contract Of Service
Eril, Sittie Janiffah	Bachelor's Degree In A Relevant Fields	Research Staff	Contract Of Service
Iligan, Rene	Bachelor's Degree In A Relevant Fields	Project Staff	Contract Of Service
Lenis, Regine N.	Bachelor's Degree In A Relevant Fields	Research Aide	Contract Of Service
Mari, Benjie	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service

Martinez, Nicole Zane	Bachelor's Degree In A Relevant Fields	Research Staff	Contract Of Service
Patricio, Remegio	Bachelor's Degree In A Relevant Fields	Sci. Res. Asst.	Contract Of Service
Purugganan, Reiji	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Ravelo, Francis Llyod	Bachelor's Degree In A Relevant Fields	Research Staff	Contract Of Service
Tagbo, Maribel	Bachelor's Degree In A Relevant Fields	Research Aide	Contract Of Service
Vita, Cheene	Bachelor's Degree In A Relevant Fields	Sci. Res. Asst.	Contract Of Service
Abdula, Arsh Ansar	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Abdulllatip, Amira	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Abellanosa, Kim Bryan	Bachelor's Degree In A Relevant Fields	Project Admin Officer	Contract Of Service
Abubakar, Jomarie	Bachelor's Degree In A Relevant Fields	Project Assistant	Contract Of Service
Apurada, Deseryll Joy	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Ariaga, Denver Von O.	Bachelor's Degree In A Relevant Fields	Sci. Res. Asst.	Contract Of Service
Bagaluyos, Myrle Jean	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Bandico, Ivan Troy	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service

Binaohan, Jeannie R.	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Bonete, Kim John A.	Bachelor's Degree In A Relevant Fields	Laboratory Aide	Contract Of Service
Bregondo, Melrose	Bachelor's Degree In A Relevant Fields	Project Staff	Contract Of Service
Cabanbalan, Habiba	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Cabantug, Alemer	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Capitle, Monrick James	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Castañeda, Andrea Kate	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Cesario, Luwalhati V.	Bachelor's Degree In A Relevant Fields	Sci. Res. Specialist	Contract Of Service
Claveria, Baby Honey	Bachelor's Degree In A Relevant Fields	Project Administrative Aide Vi	Contract Of Service
Cordova, Jeamerick	Bachelor's Degree In A Relevant Fields	Project Technical Aide Vi	Contract Of Service
Dalumpines, Christine Joy	Bachelor's Degree In A Relevant Fields	Project Technical Assistant Ii	Contract Of Service
Datucaca, Sittie Aliezah	Bachelor's Degree In A Relevant Fields	Project Staff	Contract Of Service
De Tomas, John Linar	Bachelor's Degree In A Relevant Fields	Assessment Officer	Contract Of Service
Deguilmo, Benzar	Bachelor's Degree In A Relevant Fields	Property Custodian	Contract Of Service

Deita, Rhea	Bachelor's Degree In A Relevant Fields	Project Assistant	Contract Of Service
Depita, Simeon A.	Bachelor's Degree In A Relevant Fields	Project Technical Assistant	Contract Of Service
Ejar, Andreev Brian	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Enggona, Vivian	Bachelor's Degree In A Relevant Fields	Research Aide	Contract Of Service
Entera, Rena Jesa B.	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Escribano, Nherace	Bachelor's Degree In A Relevant Fields	Project Administrative Aide Vi	Contract Of Service
Estribor, Karen Joy C.	Bachelor's Degree In A Relevant Fields	Project Support Staff	Contract Of Service
Falsario, Justine	Bachelor's Degree In A Relevant Fields	Project Technical Aide Vi	Contract Of Service
Gaoiran, Engela Maricris D.	Bachelor's Degree In A Relevant Fields	Laboratory Technician	Contract Of Service
Gatera, Orlyn Joy	Bachelor's Degree In A Relevant Fields	Project Technical Aide Vi	Contract Of Service
Guiabel, Jeronisa Nor	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Herera, Christian	Bachelor's Degree In A Relevant Fields	Laboratory Technician	Contract Of Service
Ibardolasa, Janryl	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Iligan,Grace	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service

Ismael, Crizalyn Joy	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Jambaro, Joseph	Bachelor's Degree In A Relevant Fields	Graphic Designer	Contract Of Service
Latido, John Leonard H.	Bachelor's Degree In A Relevant Fields	Sci. Res. Asst.	Contract Of Service
Lumantao, Michael Angelo	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Lumogdang, Art Anthony	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Mabalot, Hydie	Bachelor's Degree In A Relevant Fields	Processing Officer	Contract Of Service
Mangemlas, Noraina	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Mantiquilla, Zoe	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Manuel, Frences G.	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Mesaya, Kim Leo	Bachelor's Degree In A Relevant Fields	Project Support Staff	Contract Of Service
Moadas, Racel	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Palomero, John	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Palomo, Yvette Joyce	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Ramos, Francis Juaquin	Bachelor's Degree In A Relevant Fields	Project Support Staff	Contract Of Service

Rañises, Mae Ann-	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Rosalia, Vixen Kae A.	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Sacare, Kristian Jay	Bachelor's Degree In A Relevant Fields	Project Administrative Aide	Contract Of Service
Samulde, Jolly	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Sauyen, Abegail	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Segocio, Ace Aaron	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Solaiman, Mama	Bachelor's Degree In A Relevant Fields	Plant Propagator	Contract Of Service
Solamin, Ardiano	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service
Sotto, Ellain Ruchelle C.	Bachelor's Degree In A Relevant Fields	Sci. Res. Asst.	Contract Of Service
Tamparong, Hannah	Bachelor's Degree In A Relevant Fields	Science Aide	Contract Of Service
Tamse, John Lloyd B.	Bachelor's Degree In A Relevant Fields	Project Technical Assistant	Contract Of Service
Teves, Chloee Faith O.	Bachelor's Degree In A Relevant Fields	Project Technical Assistant	Contract Of Service
Tugade, Rheynomer O.	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Turbanos, Kharen Grace	Bachelor's Degree In A Relevant Fields	Research Assistant	Contract Of Service

Versola, Jessa May	Bachelor's Degree In A Relevant Fields	Project Technical Staff	Contract Of Service
Vido, Jeralden O.	Bachelor's Degree In A Relevant Fields	Project Technical Aide Vi	Contract Of Service

v. Income derived from research-related outputs and activities

Several completed and ongoing research projects of the University generate income through the commercialization and utilization of their research outputs. These projects demonstrate the potential of research to extend beyond academic inquiry and contribute to the University's revenue generation efforts. Through the development of marketable products, technologies, and other practical applications, the University is able to translate research findings into income-generating opportunities while addressing the needs of communities, industries, and other stakeholders. These initiatives highlight the value of sustained investment in research and the importance of promoting the utilization and commercialization of research outputs to support the University's research and development programs and long-term institutional sustainability.

Research Projects	**2024**	**2025**	**2026**
Philippine Rubber Testing Center	283,050.00	737,200.00	673,500.00
Central Laboratory	76,607.00	17,510.00	93,960.22
Corn Project	-	6,280.00	-
Herbs and Spices	-	47,570.00	9,634.00
Fruit Crops	73,310.00	98,790.00	68,670.00
Rice	64,800.00	54,680.00	-
Banana	38,418.00	37,945,00	5,300.00
Durian	-	-	240,000.00

Socio-Economic Research and Data Analytics Center	-	-	10,000.00

The College of Business, Development Economics and Management (CBDEM) is taking steps toward the institutionalization of the Satellite Socio-Economic Research and Data Analytics Center (SERDAC), an initiative established through external funding to strengthen the University's capacity to provide research, data analytics, and technical services to various stakeholders. Following its establishment and institutionalization in 2024, SERDAC is being positioned as a sustainable university-based service center that will extend its operations beyond the implementation period of the externally funded project. Through the development of its Manual of Operations, organizational structure, service guidelines, and operational policies, the Center is establishing the administrative and technical foundations necessary for its continued operation and long-term sustainability.

As an institutionalized center, SERDAC is envisioned to serve a diverse clientele, including government agencies, local government units, private organizations, academic institutions, researchers, students, development practitioners, and other stakeholders requiring research-based information and analytical support. Its services include data analysis, consultancy, survey services, capacity-building and training programs, research and extension services, internship and on-the-job training opportunities, and database management and access. These services respond to the growing demand for reliable data, evidence-based policy recommendations, socioeconomic research, and technical assistance in development planning and decision-making.

To support its operational sustainability, SERDAC will implement appropriate service fees and payment guidelines for its revenue-generating activities, subject to applicable University policies and approval requirements. Income generated from the delivery of services may help support the Center's operating expenses, maintenance of facilities and equipment, acquisition of necessary resources, staff development, and improvement of its technical capabilities,

subject to applicable budgeting, accounting, and auditing regulations. This approach provides an opportunity for the University to complement external project funding with internally generated resources and gradually strengthen the Center's financial sustainability.

The institutionalization of SERDAC also demonstrates the University's commitment to sustaining the outcomes of externally funded research and development initiatives beyond their initial funding period. Rather than allowing the benefits of the project to end upon the completion of the grant, USM is establishing a continuing institutional mechanism through which the expertise, facilities, systems, and services developed under the project can be maintained and utilized to support the needs of its stakeholders. The Center's operational framework, including its reporting and records management, monitoring and evaluation procedures, and service delivery guidelines, will provide a basis for monitoring service performance, assessing client satisfaction, evaluating operational efficiency, and identifying opportunities for improvement.

Overall, the planned development of SERDAC into a sustainable, revenue-generating service center represents an important strategy for translating externally funded project investments into continuing institutional benefits. By providing research and data analytics services to external clients while supporting the University's academic, research, and extension functions, SERDAC is expected to generate additional institutional resources, strengthen university-industry and government partnerships, expand access to technical expertise, and promote the practical utilization of research. This initiative reinforces USM's commitment to innovation, public service, and the long-term sustainability of its research and development initiatives.

UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato | SOCCSKSARGEN, Philippines

MANUAL OF OPERATIONS

USM Satellite Socio-Economic Research and Data Analytics Center (SERDAC)

Research | Analytics | Policy
Established: August 1, 2024
Institutionalized: December 17, 2024
BOR Resolution No. 177
Funded by: DOST-PCAARRD

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2026 Edition
Effective upon approval by the University Board of Regents

G.E. College of Business, Development Economics and Management | USM | Kabacan, 9407, Cotabato

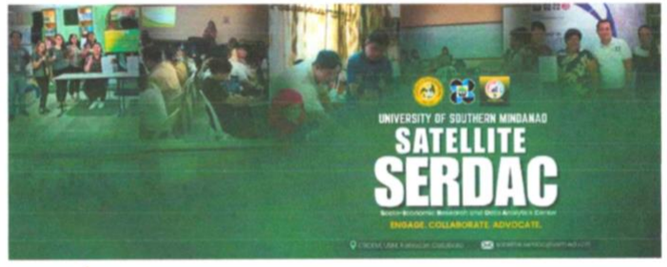


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1. Outputs for Parameter B

- **Approved institutional funding for research and development.** The University of Southern Mindanao supports its RDE programs through local university funds and national government appropriations under the General Appropriations Act (GAA). These funding sources enable the university to implement research projects, acquire necessary equipment and supplies, support research personnel, and conduct activities aligned with institutional and national development priorities.
- **Local funding mechanism for research activities.** The submitted document identifies CHED Memorandum Order No. 20, Series of 2011, as a policy basis for allocating institutional resources to research services. It describes an allocation equivalent to 10% of tuition fees, subject to the prescribed deduction for college-wide common administrative costs. Eligible expenses include researchers' honoraria and incentives, research assistants' compensation, equipment, facilities, supplies, training, travel, reviews, and presentations.
- **National government funding through the GAA.** National government appropriations provide additional financial support for approved research initiatives. This funding mechanism allows USM to implement projects requiring dedicated resources for personnel, equipment, supplies, and other approved project activities. It complements local funding and helps sustain research initiatives that address agricultural, technological, environmental, socioeconomic, and other development concerns.
- **Documented research expenditure for 2024–2026.** The document provides expenditure records for research-related items, including research subsidies, inventory supplies, furniture and fixtures, travel expenses, professional services, maintenance and operating expenses, office equipment, and technical and scientific equipment. For example, the reported national-fund research subsidy was ₱6,369,409 in 2024, ₱11,732,000 in 2025, and ₱12,741,000 in 2026. These

records provide evidence of financial support for university research activities, although the figures should be interpreted according to the specific funding categories and reporting periods presented.

- **Externally funded research and development projects.** USM has obtained research grants from government agencies, development institutions, and other funding partners. The documented projects cover agriculture, crop productivity, biotechnology, environmental management, socioeconomic research, cultural preservation, public health, technology commercialization, and enterprise development. These grants expand the university's capacity to undertake research beyond the resources available through its regular institutional budget.
- **Agricultural and biotechnology research projects.** Examples of funded projects include the Smart Cacao Budwood Nursery and Greenhouse for Production of High-Quality Planting Materials, supported by DOST-PCAARRD with a reported budget of ₱4,417,957.60; the Phase 2 Field Validation of Nutrient Requirements for Enhanced Productivity of Robusta Coffee in Mindanao, supported by DA-BAR with ₱3,000,000; and the optimization of microbial inoculants for sustainable corn production, also supported by DA-BAR with ₱2,500,000. These projects demonstrate the availability of external funding for research addressing agricultural productivity and sustainable production.
- **Funding for technology transfer and business incubation.** The university's documented externally funded initiatives include the establishment of the USMART Technology Business Incubator, supported by DOST-PCIEERD with a reported budget of ₱8,110,392, and several RAISE projects supported by DOST Region XII. These initiatives support the development of institutional capacity for intellectual property management, agri-business development, technology incubation, and the translation of research outputs into practical applications.
- **Funding for socioeconomic research and data analytics.** The establishment of the Satellite Socio-Economic Research and Data Analytics Center (SERDAC) at USM was supported by DOST-PCIEERD, with a reported project budget of ₱3,477,574.50. The initiative is intended to strengthen regional capacity in

socioeconomic research, data analytics, and evidence-based development planning. It provides an institutional platform for research and technical services that can support government agencies, local government units, academic institutions, and other stakeholders.

- **Research grants supporting education and social development.** The documented funding portfolio includes the CHED-supported project Empowering Equity Target Students: Enhancing Access and Success in State Universities and Colleges Across Region XII, with a reported budget of ₱5,000,000. Other projects address cultural documentation, traditional music preservation, wildlife conservation, and socioeconomic development. These initiatives demonstrate that the university's resource base supports concerns beyond agriculture and technology.
- **Research linkages at the regional level.** USM maintains linkages with research organizations and agencies such as the SOCCSKSARGEN Agriculture, Aquatic, and Natural Resources Research and Development Consortium, DOST Region XII, CRIEERDC, and the Philippine Council for Health Research and Development. These relationships provide opportunities for collaborative projects, research dissemination, technical assistance, and capacity development.
- **Research linkages at the national level.** The university's identified partners include the Bureau of Agricultural Research, Department of Agriculture, Philippine Carabao Center, Bureau of Fisheries and Aquatic Resources, Agricultural Training Institute, Philippine Coconut Authority, DOST, relevant DOST research councils, the National Research Council of the Philippines, Department of Trade and Industry, CHED, and Philippine Industrial Crops Research Institute. These linkages provide opportunities to access technical expertise, funding programs, research networks, and specialized institutional support.
- **International research linkages.** The university identifies international connections with CIRAD, the International Rubber Association, and the International Rubber Research and Development Board. These linkages create opportunities for engagement with international research networks and the exchange of scientific knowledge, particularly in relevant agricultural and industrial research areas.

- **Research facilities, equipment, and ICT resources.** USM has acquired equipment and infrastructure through collaborative funding arrangements and externally funded projects. The documented inventory includes technical and scientific equipment, agricultural and forestry equipment, information and communication technology equipment, machinery, office equipment, communication equipment, laboratory-related resources, buildings, and other facilities. These resources support experimentation, data collection, analysis, and the implementation of research projects.
- **Documented acquisition costs of research-supporting resources.** The inventory includes ₱14,073,433.65 in information and communication technology equipment, ₱6,849,504.19 in agricultural and forestry equipment, and ₱152,111 in technical and scientific equipment. It also records resources for water supply systems, power supply systems, buildings, and other structures. These investments form part of the physical and technological infrastructure available to support institutional operations and research activities.
- **Qualified research personnel and technical support staff.** USM maintains a research workforce composed of science research specialists, education program specialists, university research associates, research assistants, research aides, project technical staff, laboratory technicians, and other specialized personnel. The workforce includes permanent employees and personnel engaged under contracts of service, allowing the university to address both continuing institutional functions and project-specific staffing requirements.
- **Administrative and operational support for research.** In addition to technical personnel, the university has administrative and support staff who assist with documentation, records management, project coordination, laboratory and property support, and financial and administrative transactions. These services contribute to the orderly implementation of research projects and help researchers comply with institutional procedures and funding agency requirements.

- **Income from research-related services and outputs.** The document records income from several research centers and projects, including the Philippine Rubber Testing Center, Central Laboratory, Corn Project, Herbs and Spices, Fruit Crops, Rice, Banana, Durian, and SERDAC. These activities demonstrate that research-related services and outputs can generate revenue while providing technical services and practical benefits to external stakeholders.
- **Development of SERDAC as a sustainable university-based service center.** Following its establishment and institutionalization in 2024, SERDAC is being positioned to continue operating beyond the period of its externally funded project. Its planned services include data analysis, consultancy, survey services, capacity-building activities, research and extension services, internships, and database management. The preparation of its manual of operations, organizational structure, service guidelines, and operational policies provides a foundation for continued service delivery and potential income generation.

2. Best Practices of the University

- **Diversification of research funding sources.** USM's combination of local funding, GAA appropriations, and externally funded grants is a significant best practice. Relying on multiple sources creates opportunities to support different types of research and reduces dependence on a single funding mechanism. It also enables the university to pursue projects requiring specialized resources or collaboration with external agencies.
- **Use of approved budgets and documented expenditures.** The university's documentation of research subsidies and other research-related expenditure items provides an important basis for financial monitoring and accountability. Budget documentation can help track the resources allocated to research activities, compare expenditures with approved project requirements, and support the evaluation of resource utilization.

- **Active pursuit of competitive external grants.** USM's portfolio of projects supported by DOST, DA-BAR, CHED, DOST-PCIEERD, DOST-PCAARRD, TESDA, and other partners demonstrates its capacity to engage with external funding opportunities. This is a good practice because competitive and collaborative grants can expand the scope of research, provide access to specialized resources, and strengthen the university's institutional credibility.
- **Alignment of funded projects with research priorities.** Many documented grants address agricultural productivity, biotechnology, technology development, environmental sustainability, socioeconomic research, and regional development. This alignment helps connect funding opportunities with institutional research priorities and increases the potential for funded studies to produce relevant results for communities, industries, and government agencies.
- **Collaboration with funding agencies and research institutions.** The university's regional, national, and international linkages provide a foundation for collaborative research, technical assistance, and knowledge exchange. This approach enables USM to draw on the expertise of external institutions, expand research networks, and participate in projects that may require multidisciplinary or interinstitutional cooperation.
- **Shared utilization of research facilities and equipment.** The documented use of equipment and facilities across multiple research projects demonstrates an approach to maximizing available resources. Shared utilization can reduce unnecessary duplication, improve equipment use, and support a wider range of research activities. It also helps sustain the value of equipment acquired through external grants and institutional investments.
- **Integration of personnel and support services into research implementation**. The availability of technical and administrative personnel supports the day-to-day implementation of research projects. Assigning specialized personnel to activities such as laboratory work, data processing, documentation, and project coordination helps researchers focus on scientific and analytical tasks while maintaining orderly project operations.

- **Institutionalization of externally funded initiatives.** SERDAC's continuing development beyond its initial externally funded project is a notable practice in sustainability planning. By establishing organizational arrangements, operational guidelines, and service mechanisms, USM seeks to preserve the capabilities developed through external funding and convert them into continuing institutional services.
- **Development of revenue-generating research services.** Research centers that provide testing, analytical, consultancy, or other specialized services offer opportunities to connect university expertise with the needs of external clients. The documented income from research-related activities demonstrates the potential of these services to generate resources while supporting practical applications of university knowledge.
- **Connection between research infrastructure and regional development.** USM's agricultural equipment, ICT resources, specialized research centers, and externally funded projects support research addressing regional needs. This approach is particularly valuable for a university whose research activities include agriculture, food security, socioeconomic development, environmental management, and technology-based enterprise development.
- **Use of research grants to strengthen institutional capabilities.** Externally funded projects can provide more than direct research outputs: they may also develop staff expertise, strengthen technical facilities, establish service systems, and create opportunities for collaboration. USM's investments in research centers, incubation initiatives, and data analytics services illustrate how project funding can support longer-term institutional development.
- **Combination of permanent and project-based research personnel.** The university's use of permanent personnel alongside project-based staff allows it to maintain continuing research functions while responding to the staffing needs of specific grants. This arrangement provides operational flexibility, although the long-term continuity of specialized expertise depends on appropriate staffing and sustainability arrangements.

- **Potential for stronger resource monitoring and impact assessment.** The existence of documented expenditure records, equipment inventories, staffing information, and research project budgets provides a basis for assessing whether resources are being used effectively. Continued integration of these records with project outputs, performance indicators, and utilization outcomes would further strengthen evidence-based resource allocation.

Parameter C – Implementation, Monitoring, Evaluation and Utilization of Research Results/Outputs

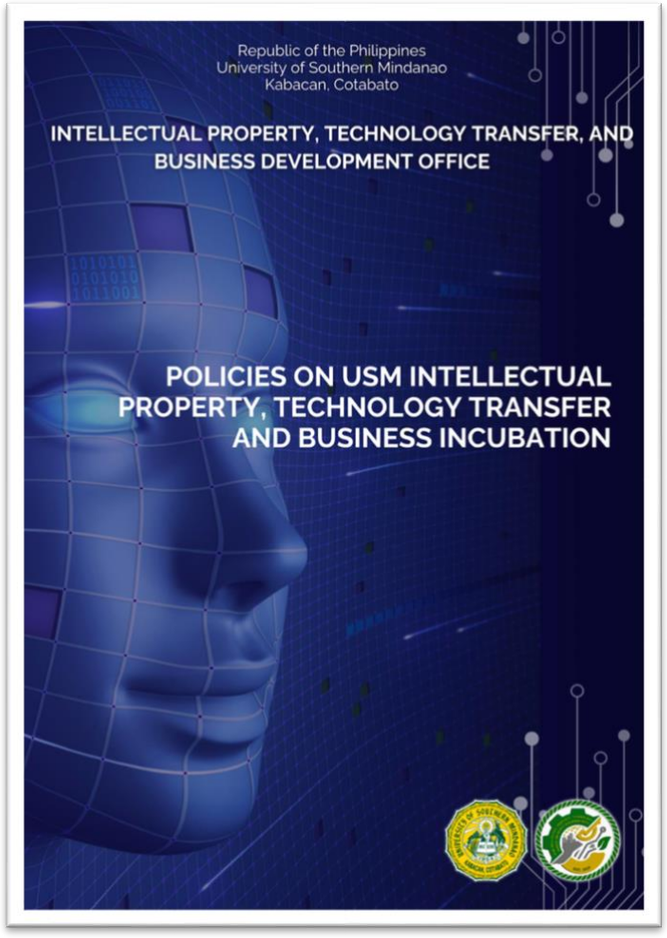
i. Intellectual Property Rights (IPR)

The University of Southern Mindanao (USM) recognizes intellectual property (IP) protection and technology transfer as essential components of its research, development, extension, and resource generation initiatives. As a state university committed to innovation and inclusive development, USM promotes the generation of research outputs, the protection of intellectual property, and the utilization of technologies to address the needs of communities, industries, and other stakeholders. These initiatives are aligned with the University's core values of Goodness, Responsiveness, Excellence, Assertion of right, and Truth (GREAT).

To institutionalize these efforts, USM has established a policy framework comprising the Revised Intellectual Property Policy of 2025, Technology Transfer Protocol, and Technology Business Incubation Policy. These policies provide the guidelines and mechanisms for protecting intellectual property, facilitating the transfer and application of research-based technologies, and supporting the development of innovations with commercial potential.

The Revised Intellectual Property Policy of 2025 guides the ownership, protection, management, and utilization of intellectual property generated within the University. The Technology Transfer Protocol complements this by providing mechanisms for transferring research outputs and technologies to intended beneficiaries through partnerships, extension activities, licensing, commercialization, and other appropriate arrangements. Meanwhile, the Technology Business Incubation Policy supports the development of viable enterprises from promising research outputs through mentoring, access to facilities, business development assistance, and linkages with industry and potential markets.

Through this integrated policy framework, USM seeks to ensure that research outputs extend beyond academic and scientific contributions and translate into practical applications, social benefits, and economic opportunities. These policies reinforce the University's commitment to responsible innovation, stronger research partnerships, technology utilization, and sustainable resource generation, ultimately advancing its role as a catalyst for inclusive growth and development in Southern Philippines.



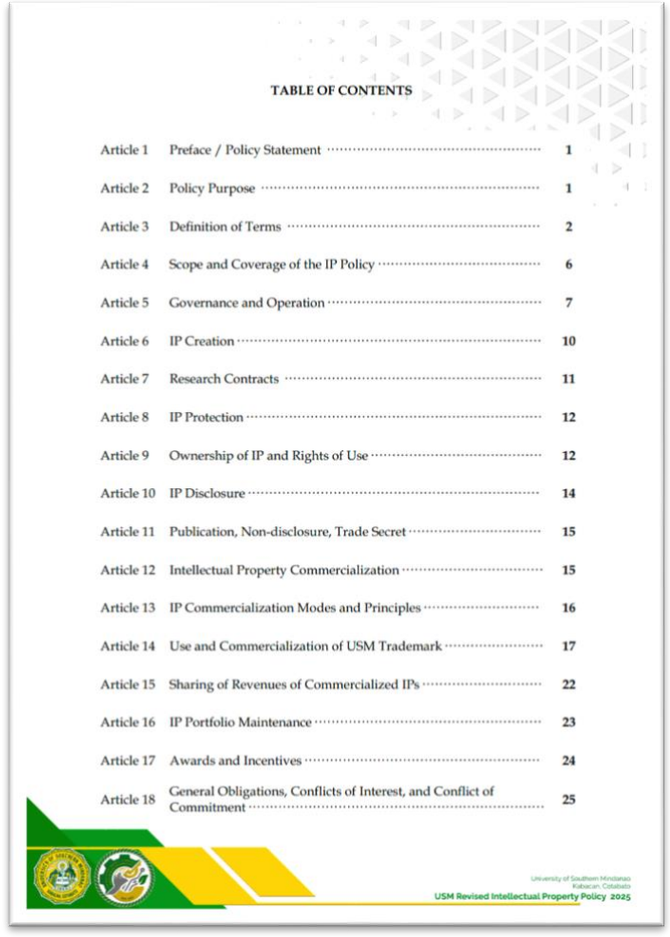


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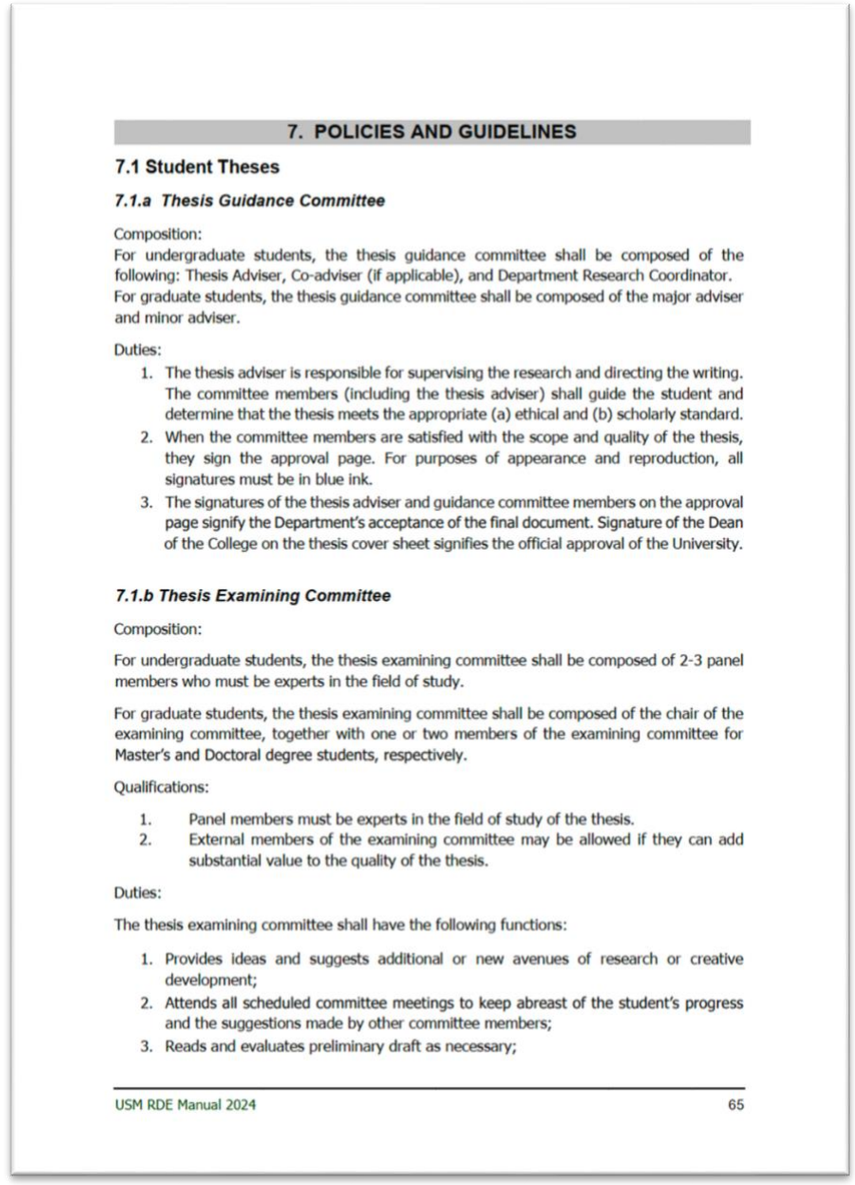
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ii. State policies and guidelines in the conduct of Research Activities

The University of Southern Mindanao (USM), through its approved Research, Development, and Extension (RDE) Manual 2024, establishes policies and guidelines to ensure the systematic, ethical, and scholarly conduct of research within the University. These policies provide a common framework for faculty members, researchers, and students in undertaking research activities, ensuring that research processes adhere to established academic standards and institutional requirements.

Section 7 of the RDE Manual outlines the University's policies and guidelines, including provisions on student theses. These provisions specify the composition, qualifications, and responsibilities of the thesis guidance committee and thesis examining committee, thereby clarifying the roles of individuals involved in supervising, guiding, evaluating, and approving student research.

For undergraduate students, the thesis guidance committee consists of the thesis adviser, co-adviser, when applicable, and the Department Research Coordinator. For graduate students, the committee is composed of the major adviser and minor adviser. The manual defines the responsibilities of these committees in supervising research, guiding the preparation of the thesis, and ensuring that the final manuscript meets appropriate ethical and scholarly standards. It also establishes requirements for committee approval and signatures to signify departmental acceptance and official University approval of the completed thesis.



7. POLICIES AND GUIDELINES

7.1 Student Theses

7.1.a Thesis Guidance Committee

Composition:
For undergraduate students, the thesis guidance committee shall be composed of the following: Thesis Adviser, Co-adviser (if applicable), and Department Research Coordinator.
For graduate students, the thesis guidance committee shall be composed of the major adviser and minor adviser.

Duties:

1. The thesis adviser is responsible for supervising the research and directing the writing. The committee members (including the thesis adviser) shall guide the student and determine that the thesis meets the appropriate (a) ethical and (b) scholarly standard.
2. When the committee members are satisfied with the scope and quality of the thesis, they sign the approval page. For purposes of appearance and reproduction, all signatures must be in blue ink.
3. The signatures of the thesis adviser and guidance committee members on the approval page signify the Department's acceptance of the final document. Signature of the Dean of the College on the thesis cover sheet signifies the official approval of the University.

7.1.b Thesis Examining Committee

Composition:

For undergraduate students, the thesis examining committee shall be composed of 2-3 panel members who must be experts in the field of study.

For graduate students, the thesis examining committee shall be composed of the chair of the examining committee, together with one or two members of the examining committee for Master's and Doctoral degree students, respectively.

Qualifications:

1. Panel members must be experts in the field of study of the thesis.
2. External members of the examining committee may be allowed if they can add substantial value to the quality of the thesis.

Duties:

The thesis examining committee shall have the following functions:

1. Provides ideas and suggests additional or new avenues of research or creative development;
2. Attends all scheduled committee meetings to keep abreast of the student's progress and the suggestions made by other committee members;
3. Reads and evaluates preliminary draft as necessary;

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The manual likewise provides guidelines for the composition and qualifications of the thesis examining committee. It specifies the composition of examining panels for undergraduate and graduate students and emphasizes the importance of appointing members with expertise in the field of study. External members may also be included when their participation can substantially contribute to the quality of the thesis. The examining committee is tasked with providing research directions and recommendations, participating in scheduled meetings, monitoring student progress, and reviewing preliminary thesis drafts.

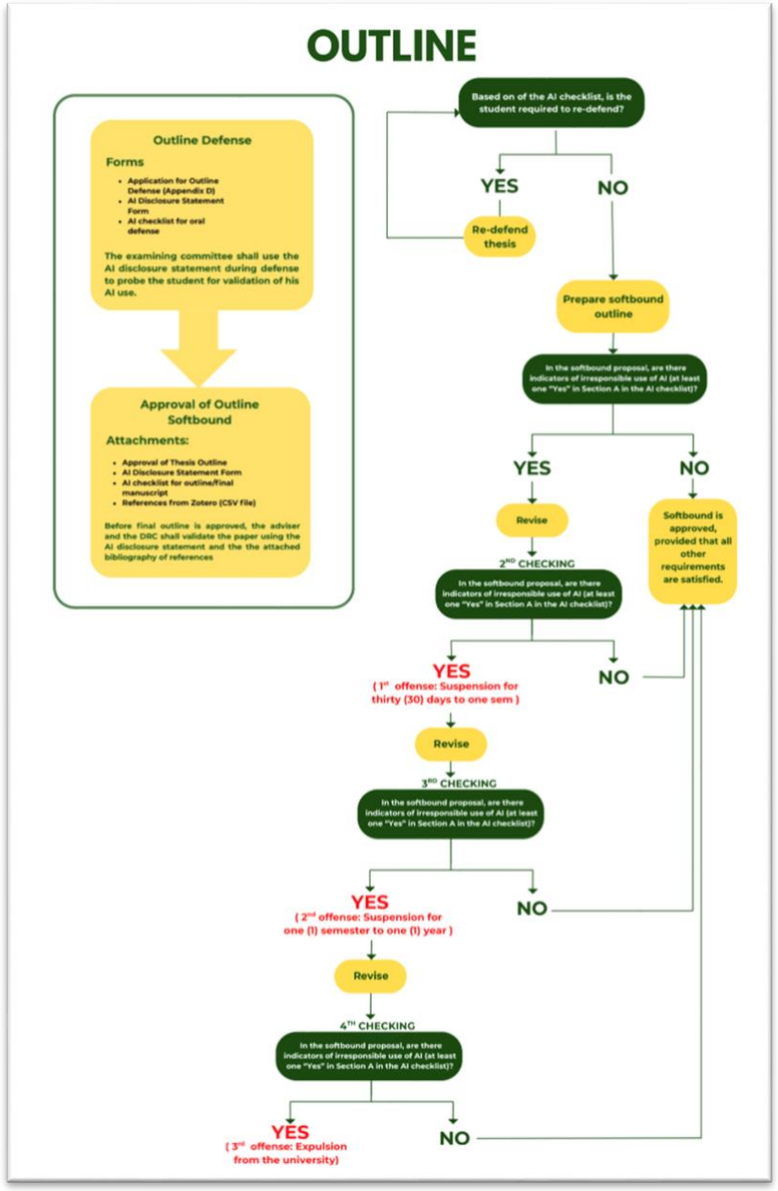
Through these established policies, USM ensures that research is conducted within a structured system of supervision, evaluation, and quality assurance. The guidelines promote accountability among advisers and committee members, uphold academic integrity, and help ensure that student research outputs satisfy the University's expected standards of quality.

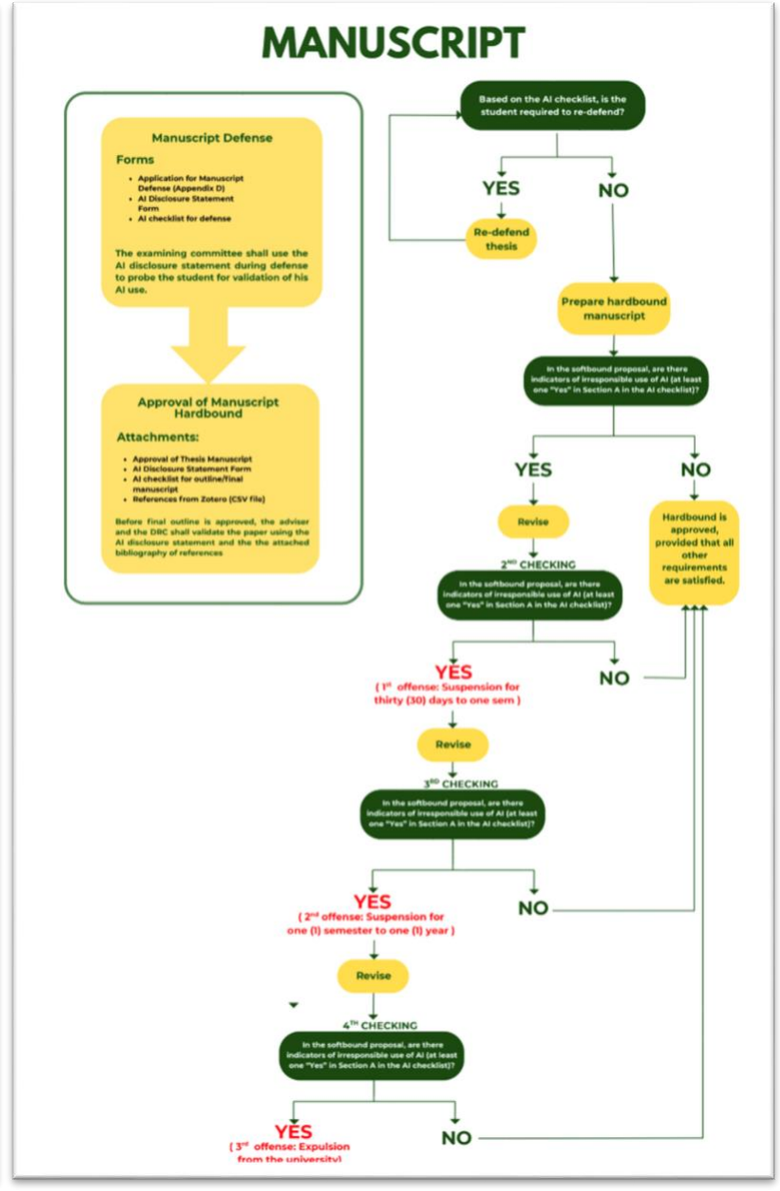
In addition to the established policies and procedures outlined in the USM Research, Development, and Extension (RDE) Manual, the University continuously reviews and enhances its research policies to respond to emerging trends, technological advancements, and evolving standards in research conduct. This commitment to continuous improvement ensures that research practices remain relevant, responsible, ethical, and aligned with the principles of academic integrity. One notable initiative is the development of guidelines governing the use of Generative Artificial Intelligence (AI) in research, recognizing its growing role in supporting research activities while safeguarding the intellectual responsibility of researchers.

Under this policy, generative AI shall be utilized solely as a supportive tool in the research process and shall not serve as a substitute for human intellectual responsibility or as the primary author of any part of a research output. Students and researchers are expected to possess sufficient subject matter knowledge and expertise to critically evaluate, validate, and take full responsibility for their work. AI-generated content must undergo critical evaluation, validation, and substantial revision before it may be incorporated into a research manuscript. The policy upholds the fundamental principles of originality, academic integrity,

transparency, and accountability, ensuring that technological advancements contribute positively to research productivity without compromising the quality and credibility of scholarly outputs.

Through these continuing policy enhancements, USM demonstrates its proactive commitment to strengthening research governance and fostering a research environment that embraces innovation while upholding ethical standards, academic excellence, and responsible knowledge generation.





iii. State the Profile of the Research and Development heads

The institution's research management structure is composed of key officials and coordinators who oversee and support the planning, implementation, and development of research initiatives. These personnel bring diverse educational backgrounds and areas of specialization that contribute to strengthening the institution's research capabilities, promoting academic excellence, and advancing knowledge generation.

Designation	Name	Education	Specialization
Vice-President for Research, Development and Extension	Debbie Marie B. Verzosa	PhD in Education	Mathematics
Director for Research	Jurhamid C. Imlan	PhD in Animal Production	Animal Science
College Research Coordinator	Rhenalie N. Bello	PhD in Rural Development (Cand.)	Agricultural Economics
Department Research Coordinator	Allen Shane C. Garcia	Doctor in Business Management	Accounting

iv. State the incentives granted to faculty researchers

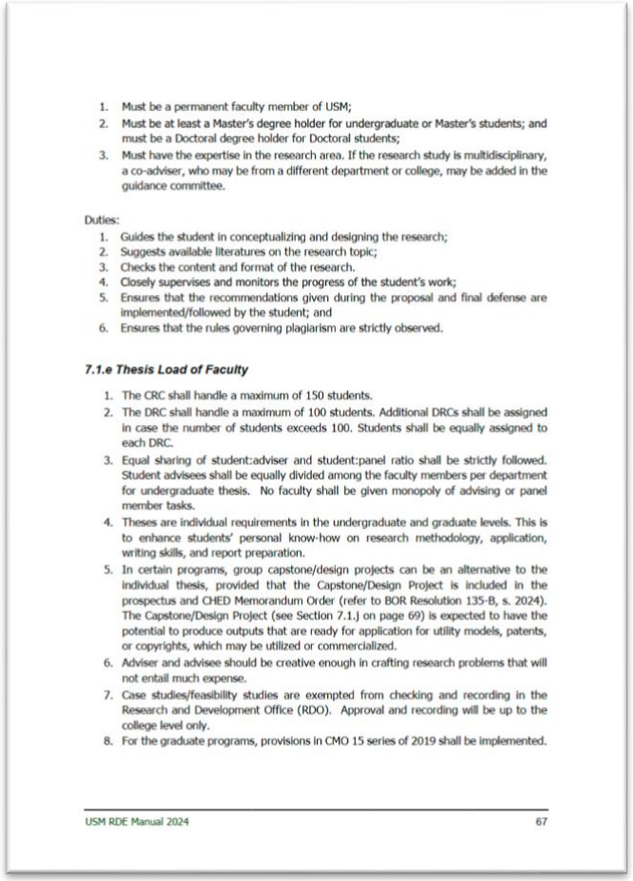
The University of Southern Mindanao (USM), through its approved Research, Development, and Extension (RDE) Manual 2024, provides policies and mechanisms that recognize faculty members' contributions to research and support their involvement in scholarly and scientific activities. These provisions include honoraria for thesis supervision and examination, equitable distribution of research-related assignments, and potential entitlement to benefits under the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology (S&T) Personnel, subject to applicable qualifications and requirements.

Thesis Advising and Examining Honoraria. The University recognizes the time, expertise, and professional responsibilities of faculty members who serve as thesis advisers, co-advisers, and members or chairs of thesis examining committees. The RDE Manual specifies honorarium rates for undergraduate and graduate thesis-related activities, covering outline preparation and manuscript completion. These honoraria serve as recognition of faculty members' contributions to guiding students, evaluating research outputs, and maintaining academic and scholarly standards. The manual also provides for honoraria for Department Research Coordinators under specified conditions.

Equitable Distribution of Research Responsibilities. The RDE Manual establishes guidelines on thesis workload and the distribution of advisees and panel assignments among faculty members. It requires equitable sharing of advising and examining responsibilities within departments and provides for additional Department Research Coordinators when student numbers exceed the prescribed handling capacity. These guidelines help ensure a fair distribution of faculty workload and prevent the concentration of advising and panel assignments among a limited number of faculty members.

Potential Entitlement to Magna Carta Benefits. USM recognizes the importance of providing appropriate support and benefits to qualified faculty researchers engaged in scientific and technological activities. Section 7.10 of the RDE Manual provides for the possible entitlement of eligible personnel to benefits under Republic Act No. 8439, or the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology Personnel, as amended

by Republic Act No. 11312. The entitlement is subject to the prescribed eligibility requirements, evaluation and certification procedures, and applicable funding and budgetary regulations. An Agency Screening Committee is to assist the agency head in evaluating applicants for certification of eligibility, while the grant of compensation-related benefits is governed by Joint Circular No. 1, series of 2013, and other applicable regulations.



1. Must be a permanent faculty member of USM;
2. Must be at least a Master's degree holder for undergraduate or Master's students; and must be a Doctoral degree holder for Doctoral students;
3. Must have the expertise in the research area. If the research study is multidisciplinary, a co-adviser, who may be from a different department or college, may be added in the guidance committee.

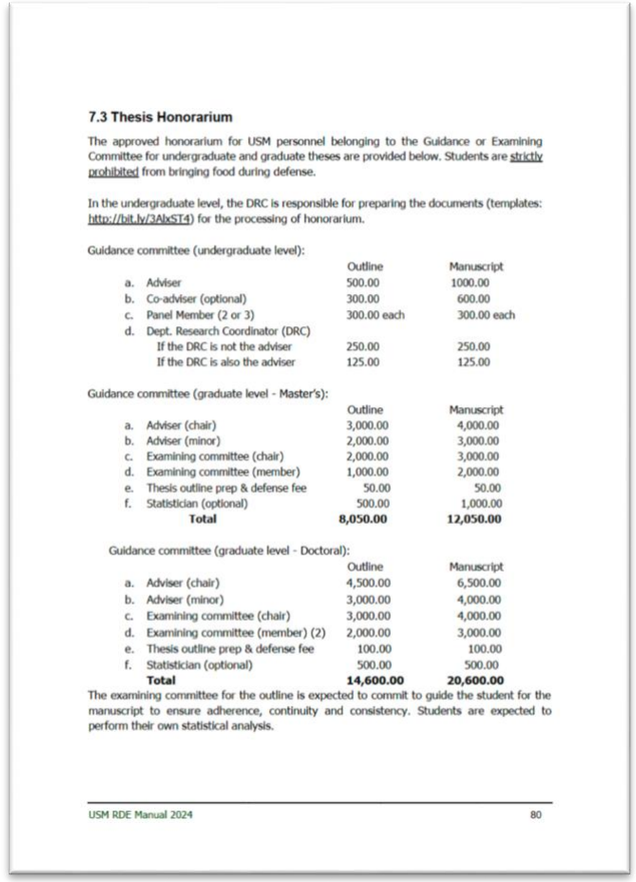
Duties:

1. Guides the student in conceptualizing and designing the research;
2. Suggests available literatures on the research topic;
3. Checks the content and format of the research.
4. Closely supervises and monitors the progress of the student's work;
5. Ensures that the recommendations given during the proposal and final defense are implemented/followed by the student; and
6. Ensures that the rules governing plagiarism are strictly observed.

7.1.e Thesis Load of Faculty

1. The CRC shall handle a maximum of 150 students.
2. The DRC shall handle a maximum of 100 students. Additional DRCs shall be assigned in case the number of students exceeds 100. Students shall be equally assigned to each DRC.
3. Equal sharing of student:adviser and student:panel ratio shall be strictly followed. Student advisees shall be equally divided among the faculty members per department for undergraduate thesis. No faculty shall be given monopoly of advising or panel member tasks.
4. Theses are individual requirements in the undergraduate and graduate levels. This is to enhance students' personal know-how on research methodology, application, writing skills, and report preparation.
5. In certain programs, group capstone/design projects can be an alternative to the individual thesis, provided that the Capstone/Design Project is included in the prospectus and CHED Memorandum Order (refer to BOR Resolution 135-B, s. 2024). The Capstone/Design Project (see Section 7.1.j on page 69) is expected to have the potential to produce outputs that are ready for application for utility models, patents, or copyrights, which may be utilized or commercialized.
6. Adviser and advisee should be creative enough in crafting research problems that will not entail much expense.
7. Case studies/feasibility studies are exempted from checking and recording in the Research and Development Office (RDO). Approval and recording will be up to the college level only.
8. For the graduate programs, provisions in CMO 15 series of 2019 shall be implemented.

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7.3 Thesis Honorarium

The approved honorarium for USM personnel belonging to the Guidance or Examining Committee for undergraduate and graduate theses are provided below. Students are strictly prohibited from bringing food during defense.

In the undergraduate level, the DRC is responsible for preparing the documents (templates: http://bit.ly/3AlxST4) for the processing of honorarium.

Guidance committee (undergraduate level):

	Outline	Manuscript
a. Adviser	500.00	1000.00
b. Co-adviser (optional)	300.00	600.00
c. Panel Member (2 or 3)	300.00 each	300.00 each
d. Dept. Research Coordinator (DRC)		
If the DRC is not the adviser	250.00	250.00
If the DRC is also the adviser	125.00	125.00

Guidance committee (graduate level - Master's):

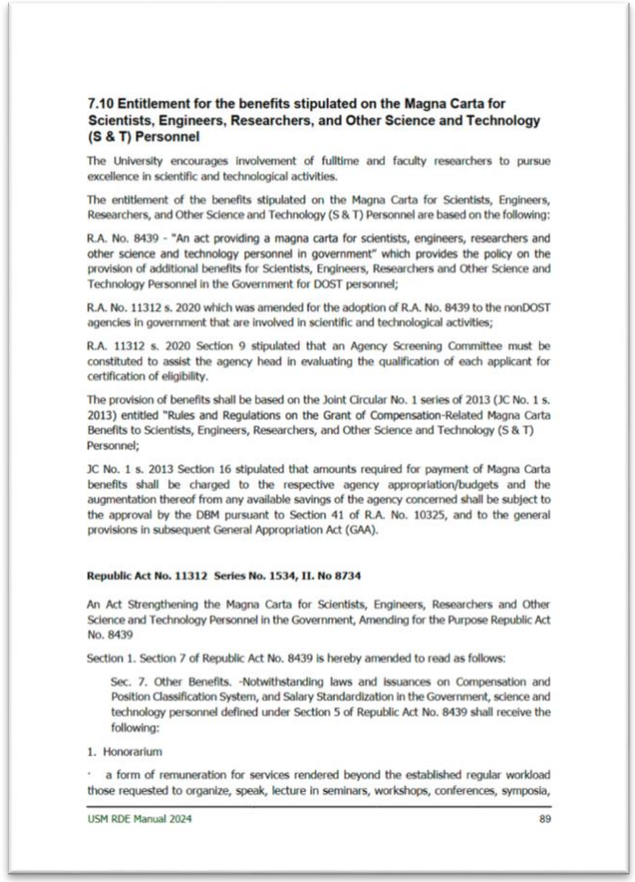
	Outline	Manuscript
a. Adviser (chair)	3,000.00	4,000.00
b. Adviser (minor)	2,000.00	3,000.00
c. Examining committee (chair)	2,000.00	3,000.00
d. Examining committee (member)	1,000.00	2,000.00
e. Thesis outline prep & defense fee	50.00	50.00
f. Statistician (optional)	500.00	1,000.00
Total	**8,050.00**	**12,050.00**

Guidance committee (graduate level - Doctoral):

	Outline	Manuscript
a. Adviser (chair)	4,500.00	6,500.00
b. Adviser (minor)	3,000.00	4,000.00
c. Examining committee (chair)	3,000.00	4,000.00
d. Examining committee (member) (2)	2,000.00	3,000.00
e. Thesis outline prep & defense fee	100.00	100.00
f. Statistician (optional)	500.00	500.00
Total	**14,600.00**	**20,600.00**

The examining committee for the outline is expected to commit to guide the student for the manuscript to ensure adherence, continuity and consistency. Students are expected to perform their own statistical analysis.

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7.10 Entitlement for the benefits stipulated on the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology (S & T) Personnel

The University encourages involvement of fulltime and faculty researchers to pursue excellence in scientific and technological activities.

The entitlement of the benefits stipulated on the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology (S & T) Personnel are based on the following:

R.A. No. 8439 - "An act providing a magna carta for scientists, engineers, researchers and other science and technology personnel in government" which provides the policy on the provision of additional benefits for Scientists, Engineers, Researchers and Other Science and Technology Personnel in the Government for DOST personnel;

R.A. No. 11312 s. 2020 which was amended for the adoption of R.A. No. 8439 to the nonDOST agencies in government that are involved in scientific and technological activities;

R.A. 11312 s. 2020 Section 9 stipulated that an Agency Screening Committee must be constituted to assist the agency head in evaluating the qualification of each applicant for certification of eligibility.

The provision of benefits shall be based on the Joint Circular No. 1 series of 2013 (JC No. 1 s. 2013) entitled "Rules and Regulations on the Grant of Compensation-Related Magna Carta Benefits to Scientists, Engineers, Researchers, and Other Science and Technology (S & T) Personnel;

JC No. 1 s. 2013 Section 16 stipulated that amounts required for payment of Magna Carta benefits shall be charged to the respective agency appropriation/budgets and the augmentation thereof from any available savings of the agency concerned shall be subject to the approval by the DBM pursuant to Section 41 of R.A. No. 10325, and to the general provisions in subsequent General Appropriation Act (GAA).

Republic Act No. 11312 Series No. 1534, II. No 8734

An Act Strengthening the Magna Carta for Scientists, Engineers, Researchers and Other Science and Technology Personnel in the Government, Amending for the Purpose Republic Act No. 8439

Section 1. Section 7 of Republic Act No. 8439 is hereby amended to read as follows:

Sec. 7. Other Benefits. -Notwithstanding laws and issuances on Compensation and Position Classification System, and Salary Standardization in the Government, science and technology personnel defined under Section 5 of Republic Act No. 8439 shall receive the following:

1. Honorarium

· a form of remuneration for services rendered beyond the established regular workload those requested to organize, speak, lecture in seminars, workshops, conferences, symposia,

USM RDE Manual 2024 89

The University of Southern Mindanao (USM) provides financial incentives and institutional support to encourage research productivity, promote scholarly excellence, and enhance the visibility and impact of its research outputs. Through policies approved by the University Board of Regents, USM recognizes the contributions of its faculty, staff, and bona fide students to knowledge generation, innovation, and the advancement of research.

Under Board Resolution No. 77, Series of 2025, the University approved the revised publication incentive scheme to encourage researchers to publish in reputable, peer-reviewed, and internationally recognized journals. To ensure proper implementation and accountability, the policy establishes eligibility requirements, limits applications to one author-applicant per paper, and sets specific application periods and submission deadlines. The Research Publication Services Office (RPSO) is responsible for implementing the policy, evaluating applications, issuing guidelines, and facilitating the timely disbursement of incentives.

In addition to publication incentives, Board Resolution No. 117, Series of 2024 establishes a policy granting subsidies for conference participation, conference presentation, and publication of research outputs from locally funded projects. This support is available to University faculty, staff, and bona fide students, enabling them to present their research findings in academic and professional conferences and disseminate their outputs through scholarly publications. The policy demonstrates USM's commitment to providing researchers with opportunities to engage with the wider academic community, share research results, and establish professional and institutional linkages.

Collectively, these incentive mechanisms reflect USM's commitment to fostering a productive and supportive research environment. By providing financial rewards for quality publications and subsidies for research dissemination, the University encourages researchers to pursue excellence, strengthen the quality and relevance of their outputs, increase international research visibility, and contribute to the University's research performance and reputation. These

initiatives also support USM's broader mandate to generate knowledge, promote innovation, and advance sustainable development through relevant and impactful research.



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
email address:

BOARD OF REGENTS

mobile: (09541399299

Resolution No. 77, Series of 2025

A RESOLUTION APPROVING THE PROPOSED REVISIONS IN GRANTING PUBLICATION INCENTIVES AT THE UNIVERSITY OF SOUTHERN MINDANAO

WHEREAS, the University of Southern Mindanao (USM) is committed to promoting research excellence, increasing international visibility, and enhancing scholarly productivity among its faculty, researchers, and students;

WHEREAS, the University currently provides publication incentives for papers published in Scopus/WoS-indexed journals and other legitimate peer-reviewed journals, including USM-managed journals, as provided under Board Resolution No. 004, Series of 2017;

WHEREAS, the current incentive structure does not distinguish between journals with varying impact factors, nor does it provide sufficient motivation to publish in USM-managed journals or to disseminate research from locally funded projects;

WHEREAS, the University Research, Development, and Extension Committee (URDEC) has endorsed a comprehensive proposal that includes revised incentive amounts, targeted support for USM-managed journals, and structured implementation timelines to optimize fund allocation and improve research outputs;

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 proposed revisions in granting publication incentives, with the following provisions:

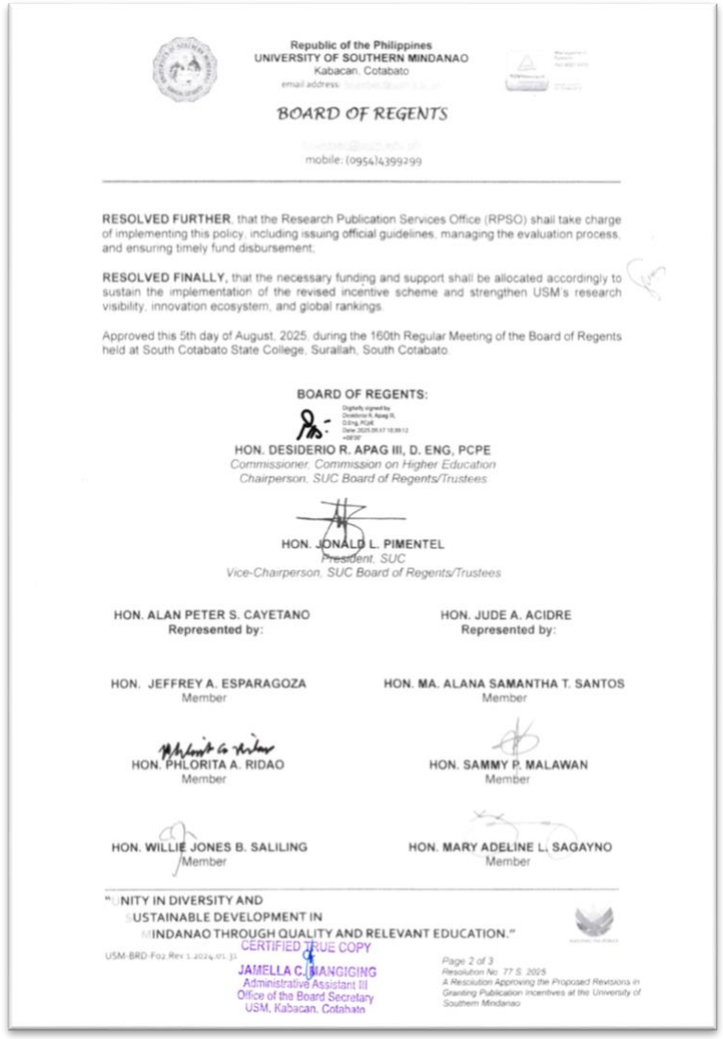
1. A publication incentive of **₱60,000 per paper** shall be granted to USM personnel for articles published in Q1-ranked Scopus/WoS-indexed journals.
2. Only one (1) author-applicant per paper shall be allowed, supported by a certification from co-authors.
3. The incentive for papers published in USM-managed journals shall be increased from ₱20,000 to ₱30,000 per paper.
4. For papers generated from locally funded research published in legitimate peer-reviewed journals (including USM-managed journals), the incentive shall be increased from ₱20,000 to ₱40,000 per paper.
5. Only articles based on research funded by USM within the past two (2) years shall be eligible.
6. Applications shall be accepted twice per year, in February and August, with awards to be released in March and September.
7. Publications must be applied for within one (1) year of their publication date.

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-BRD-Fo2 Rev 1 2024.01.31

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Resolution No. 77 S. 2025
A Resolution Approving the Proposed Revisions in Granting Publication Incentives at the University of Southern Mindanao



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
email address:

BOARD OF REGENTS

mobile: (09541399299

RESOLVED FURTHER, that the Research Publication Services Office (RPSO) shall take charge of implementing this policy, including issuing official guidelines, managing the evaluation process, and ensuring timely fund disbursement;

RESOLVED FINALLY, that the necessary funding and support shall be allocated accordingly to sustain the implementation of the revised incentive scheme and strengthen USM's research visibility, innovation ecosystem, and global rankings.

Approved this 5th day of August, 2025, during the 160th Regular Meeting of the Board of Regents held at South Cotabato State College, Surallah, South Cotabato.

BOARD OF REGENTS:

HON. DESIDERIO R. APAG III, D. ENG, PCPE
Commissioner, Commission on Higher Education
Chairperson, SUC Board of Regents/Trustees

HON. JONALD L. PIMENTEL
President, SUC
Vice-Chairperson, SUC Board of Regents/Trustees

HON. ALAN PETER S. CAYETANO
Represented by:

HON. JUDE A. ACIDRE
Represented by:

HON. JEFFREY A. ESPARAGOZA
Member

HON. MA. ALANA SAMANTHA T. SANTOS
Member

HON. PHLORITA A. RIDAO
Member

HON. SAMMY P. MALAWAN
Member

HON. WILLIE JONES B. SALILING
Member

HON. MARY ADELINE L. SAGAYNO
Member

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

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

USM-BRD-Fo2 Rev 1 2024.01.31

Page 2 of 3
Resolution No. 77 S. 2025
A Resolution Approving the Proposed Revisions in Granting Publication Incentives at the University of Southern Mindanao

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

BOARD OF REGENTS

AN EXCERPT FROM THE MINUTES OF THE RESUMPTION OF 156th REGULAR MEETING OF THE USM GOVERNING BOARD ON JULY 16, 2024, 4:00 PM AT THE CHED-HEDC BUILDING, DILIMAN, QUEZON CITY and VIA ZOOM TELECONFERENCE

Resolution No. 117
Series of 2024

POLICY FOR GRANT OF SUBSIDY FOR CONFERENCE PARTICIPATION AND PRESENTATION, AND PUBLICATION

Approving the proposed policy on grant of subsidy for conference participation, conference presentation, and publication for locally-funded researches, for University faculty, staff and bona-fide students (Annex A).

APPROVED

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CERTIFIED TRUE AND CORRECT:

JENNIFER E. SINCO
Board Secretary V

ATTESTED BY:

RONALD L. ADAMAT, PhD PD
Chairperson, USM Board of Regents
Commissioner, CHED

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

USM-BRD-F02.Rev.1.2024.01.31

7/12/24, 9:58 AM URDEC Reso- 058 - Attachment A - Conference Subsidy v2.docx - Google Docs

Proposal

Proposed maximum subsidy for conference and publications for permanent personnel and bona-fide students of University of Southern Mindanao, *subject to availability of funds*:

Proposed subsidy...	...if locally funded research will be **presented** in a conference or **published** in a legitimate journal	... for conference **participation**, or for presentation/publication of **other research** **(i.e., *NOT* locally funded)**
Participation in a scholarly conference (venue outside the Philippines)	P50,000	P25,000 (faculty/staff)
Participation in a scholarly conference (venue inside the Philippines)	P25,000	P8,000 (students) P15,000 (faculty/staff)
Publication fees (requirement: Application for Intent to Publish)	P20,000	none

Effectivity

If approved, this proposal shall be carried out immediately upon approval by the Board of Regents. The proposed allocation is as follows:

	2024	**2025 (proposed)**
RDE Faculty Development Assistance Fund (for attendance to trainings, conferences, etc):	PhP 117,000	P400,000
Publication incentives	P866,232.78	P900,000
RDE allocation	9 million	11 million

Guidelines for Conference Participation:

1. **Definition**: Conferences are defined to be activities organized by academic or professional organizations which solicit calls for papers, and are opportunities for participants to discuss their research, development and extension (RDE) outputs. Trainings carried out by government or private agencies with specific learning objectives are **not** considered conferences.

https://docs.google.com/document/d/1uFes05tDePaFnNfYj_Gc_xuVDnTejMGQ/edit 2/3

v. State all completed research in the last 3-5 years

PROJECT TITLE	PROJECT LEADER	FUNDING AGENCY
"Nicer Project 1: Molecular Fingerprinting Of Cacao Parental Recommended Hyvs And True Criollo Ensuring Multilication Of Quality Planting Materials (Qpm) For Increased Productivity And Profitability"	Edward A. Barlaan	DOST-PCAARRD
"Nicer Project 2: Upgrading Of The Cacao Gene Bank For The Conservation And Management In Cacao Varietal Improvement"	Gwen Iris D. Empleo	DOST-PCAARRD
Nicer Project 3: Development Of Optimized Post-Harvest Processing Approaches For Improved Quality Of Cacao Beans"	Renel M. Alucilja	DOST-PCAARRD
"Aciar Project 1: Effective Rubber-Based Cropping Systems In Agusan Del Sur And North Cotabato"	Rezin G. Cabantug	DOST-PCAARRD
"Land Suitability Analysis For Rubber Crops In Agusan Del Sur"	Adeflor G. Garcia	DOST-PCAARRD
"Aciar Project 3: Development Of Rapid And Affordable Soil Nutrient Test Fertilizer Formulation"	Adeflor G. Garcia	DOST-PCAARRD
"Aciar Project 4: Development Of Cost-Effective Pest And Disease Management For The Rubber And Intercrops"	Elorde Jr S. Crispolon	DOST-PCAARRD

Phase 1:'Productivity Assessment Of Robusta Coffee Applied With Organic And Inorganic Fertilizers In Mindanao"	Leandreux D. Ocasion	DA-BAR
Phase 1: Indigenous Phosphorus And Potassium Solubilizing Microorganisms As Potential Enhancer Of Phosphorus And Potassium Uptake Of Corn	Leandreux D. Ocasion	DA-BAR
"Snap Testing Assay For Screening Antibiotic Residues In Milk"	Elma G. Sepelagio	DOST XII
"Development And Characterization Of Halal Feeds For Broiler Chicken Production"	Jurhamid C. Imlan	DOST XII
"Commercialization Of Chevon Food Products And Standardization Of Processing Center"	Jalaloden B. Marohom	DOST XII
"Biological Diagnostic Tool For Vulnerable Agro Ecosystem Nematode Community Analysis As An Approach To Assess Sustainability Of Agricultural Practices"	Ma. Teodora N. Cabasan	DOST XII
"Digital Promotion And Screening Of Local Products Or Startups In Region 12 For Technology Incubation"	PIA AMABELLE M. FLORES	DOST XII
Establishment Of Instrumentation System Modeling, Assembly And Response Testing (Ismart) Laboratory	Maricel G. Dayaday	NEDA

"Development Of Rubber-Based Cropping Systems In Southern Philippines (Land Management Of Diverse Rubber-Based Systems In Southern Philippines)" Y1-Y5	Adeflor G. Garcia	ACIAR
"Mainstreaming Aanr Technologies And Information Generated From R&D In The Soccsksargen"	Lawrence Anthony U. Dollente	DOST-PCAARRD
"Training On Policy Brief Writing"	Josephine R. Migalbin	DOST-PCAARRD
" Mainstreaming Aanr Technologies And Information In Mindanao Through Soxaarrdec's Participation In Rstw And Other Local Exhibits"	Gelyn V. Amilbahar	DOST-PCAARRD
"Harnessing Rhizobacteria And Actinomycete's Potential As Biofertilizer And Biocontrol Inputs Supportive Of Strengthening The Organic Agriculture Industry (Harbis-Organic)"	Mel Chrisel A. Sales	DA-BAR
"Steady-State Hyraulic Numerical Analysis For Optimized Water Distribution Network Modelling: An Appication Of Selected Hyraulic Solver"	Ma. Dely P. Esberto	DOST-PCIEERD
"Da Biotech Program Scholarship Grant To Usm Undergraduate Students Pursuing Agri-Biotechnology Or Related Fields"	Harem R. Roca	DA-BAR
"Usm College Of Medicine Development Project"	Dahlia S. Arancel	CHED

"Usm Center For Flood/Landslide Preparedness And Mitigation"	Cristopher A. Benito	DOST-PCIEERD
Re-Echo Training To Farmer's Cooperative/Associations On Site On Soil Sampling, Analysis, And Fertilizer Management In The Provinces Of Maguindanao Del Sur, Maguindanao Del Norte, And Sga	Mary Joy S. Cañolas	FAO
"Microbial Diversity Of Liguasan March And Their Potential Biotechnological Applications In Green Energy, Fisheries, Sustainable Agriculture And Animal Production, And Human Health"	Maria Elena N. Tanabe	MOST-BARMM
"Biodiversity Assessment In Key Areas For Wildlife And Nature Project (Bakawan Project): Assessment Of Structural And Functional Biodiversity In Mangrove Ecosystem Of Timaco, Mangrove Swamp, Bangsamoro Autonomous Region In Muslim Mindanao"	Cherie C. Mangaoang	MOST-BARMM
"Barmm (Biomonitoring And Assessment Of Relationship Between Marsh And Man) In A Changing Environment"	Meriam Manampan-Rubio	MOST-BARMM
"Food For Life: Assessment Of Wild Food Resources For Sustainable Andsafe Food Production Among Local Communities In Liquasan Marsh"	Florence Roy P. Salvaña	

"Validation Of Molecular Markers For Identification Of Cacao Hyvs, Criollo Types And Disease Resistant Varieties Through Marker-Assisted Breeding"	Edward A. Barlaan	DOST-PCAARRD
"Optimization Of Irrigation Flow Through Conduit Micro Hydropower To Generate Electricity For Off-Gri Barangay Of Kabacan, Cotabato"	Marilyn P. Calub	DOST-PCIEERD
"17th NATIONAL ORGANI AGRICULTURE CONGRESS"	Mary Joy S. Cañolas	DA-BAR
"Enhancing Fits For Rural Development (Component 2,3 S& T Based Farm Establishment)"	Edward A. Barlaan	DOST-PCAARRD
"Enhancing Fits For Rural Development	Edward A. Barlaan	DOST-PCAARRD
"Upgrading Of Tissue Culture Facility In Usm"	Mark Al-Jamie J. Muttulani	DA-BAR
"Upgrading Of High Value Crops Food Processing Laboratory At University Of Southern Mindanao"	Sandra Joy P. Pahm	DA-BAR
"Establishment Of Usm Agricultural And Biosystems Machinery Testing And Evaluation Center"	Renel M. Alucilja	DA-BAR
"Banana Health Diagnostics: Molecular Surveillance Of Major Disease Causal Pathogens Of Banana In Region 11 And 12"	Edward A. Barlaan	DOST XII
"Usm Establishment Of Urban Mushroom Production"	Joan P. Sadoral	DA-BAR

"Usm Establishment Of Community Garden"	Joan P. Sadoral	DA-BAR
"Production Of Tissue Cultured Banana (Saba/Cardava) Planting Materials"	Harem R. Roca	DA RFO XII
"Nationwide Clonal Adaptation Trial And Innovation Of Propagation Techniques On Newly Introduced High-Yielding And Promising Rubber Clones. Project 3: Development Of Efficient Techniques On Tissue Culture Somatic Embryogenesis And In-Vivo And In-Vitro Propagation In Rubber"	Harem R. Roca	DOST-PCAARRD
"Science And Technology Community-Based (Stcbf) On Improved Nursery Management, Budwood Garden Establishment And Intercropping Schemes To Promote And Expand Rubber Farming In Cotabato Province"	Gloria Dela Peña	DOST-PCAARRD
"Regional Durian R&D Program Enhancing Productivity And Sustainable Of The Durian Industry In Southern Mindanao For Improved Market Access (Phase 1): Project 1. Durian Tree Management For Optimum Production"	Dr. Alfredo Calvo	DOST-PCAARRD

vi. State all on-going research

PROJECT TITLE	TOTAL BUDGET	PROJECT LEADER	FUNDING AGENCY
"Smart Cacao Budwood Nursery And Greenhouse For Production Of High-Quality Planting Materials"	4,417,957.60	Edward A. Barlaan	DOST-PCAARRD
Phase 2:"Field Validation Of Nutrient Requirements For Enhanced Productivity Of Robusta Coffee In Mindanao"	3,000,000.00	Leandreux D. Ocasion	DA-BAR
Phase 2: Optimization Of Microbial Inoculant With Phosphate And Potassium Solubilizing Microogranisms Isolated From Acidic And Calcareous Soils In Southern Philippines For Sustainable Corn Production"	2,500,000.00	Maria Elena N. Tanabe	DA-BAR
"Raise Project 1. Regional Intellectual Property And Technology Business Management (Iptbm) In Soccsksargen Through The Raise Program"	2,588,932.00	Pia Amabelle M. Flores	DOST XII

"Raise Project 2. Establishment Of Regional Agri-Business Hub (Abh) In Soccsksargen Through The Raise Program"	1,200,400.00	Ronald Z. Pascual	DOST XII
"Raise Project 3a. Enhancement Of The Agri-Aqua Technology Business Incubator (Atbi) In University Of Southern Mindanao (Usm) Through The Raise Program"	1,835,100.00	Pia Amabelle M. Flores	DOST XII
"Raise Project 4. Establishment Of Regional Knowledge Management (Km) Hub In Soccsksargen Through The Raise Program"	1,264,000.00	Josephine R. Migalbin	DOST XII
"Enhanced Regional Collaborative Program In Soccsksargen"	1,689,008.00	Josephine R. Migalbin	DOST-PCAARRD
"Consortium Member Institutions (Cmi) Contribution"	1,094,726.67	Josephine R. Migalbin	DOST-PCAARRD
"Dokumentasyon Ng Mga Wika Sa Pilipinas"	150,000.00	Radji A. Macatabon	
"International Committee Of The Red Cross (Icrc)"	96,500.00	Mary Joy S. Cañolas	ICRC

"Empowering Equity Target Students: Enhancing Access And Success In State Universities And Colleges Across Region Xii"	5,000,000.00	Marcos F. Monderin	CHED
"Biotechnology Unit - Other Income"	16,184.00	Edward A. Barlaan	DA-BAR
Heirit: Establishment Of Usmart Technology Business Incubator - Dost Funded Tbi"	8,110,392.00	Jalaloden B. Marohom	DOST-PCIEERD
"Satellite Serdac: Establishment Of Satellite Socio-Economic And Data Analytics Center (Serdac) At The University Of Southern Mindanao To Strengthen Capacity In Socio-Economic Research And Analytics In The Region"	3,477,574.50	Romiel John P. Basan	DOST-PCAARRD
"Development Of Rubber-Based Cropping Systems In Southern Philippines (Land Management Of Diverse Rubber-Based Systems In Southern Philippines)"	3,580,188.46	Mel Chrisel A. Sales	GGGI
"Iarc: Impact Assessment Of Dost-Pcieerd Regional Consortia In The Philippines"	3,032,523.20	Romiel John P. Basan	DOST-PCIEERD

"Preserving Maguindanaon Traditional Music Through Learning Packages, Digital Apps, And Iec Materials"	1,273,429.85	Debbie Marie B. Verzosa	MOST-BARMM
"Technical Education And Skills Development Authority (TESDA)- OVERHEAD"	3,263,241.94	Clark I. Maarat	TESDA
"Isolation Of Lactic Acid Bacteria From Job's Tears (Coix Lacryma-Jobi) And Two Forages And Their Utlization As Inoculant In Silage Production For Halal Ruminant Feed"	1,050,038.00	Josephine R. Migalbin	MOST-BARMM
"Molecular Diagnostics For Detection Of Halal And Non-Halal Animal Species Using Advanced Molecular Technologies"	5,363,000.00	Edward A. Barlaan	CHED
"Impact Assessment Of The Program On Advancing The Philippine Mango Industry Through Production Of Export Quality Mangoes"	3,556,490.00	Jennet Rioboca Mag-Aso	DOST-PCAARRD

"Empowering Local Government Units In Harnessing Insect Bat Ecosystem Services Towards Wildlife Conservation And Food Security"	1,665,993.00	John Aries G. Tabora	CHED
"Utilization Of Microorganisms Isolated From Ligawasan Marsh In Sustainable Agriculture And Fish And Animal Production"	2,311,050.55	Maria Elena N. Tanabe	MOST-BARMM

vii. State all student researches

Student 1	Student 2	Research Title	Adviser
Mary Adelene T. Buhat	Glifford Jay H. Gayosa	Financial Management Dynamics: Practices And Obstacles Encountered By Small Enterprise In Kidapwan City	Allen Shane C. Garcia
Hanie Lyn C. Decolas	Ariane Malou L. Gorreon	Financial Literacy Practices On Investment Decisions Among Deped Elemnetary Teachers Of Kabacan, Cotabato	Allen Shane C. Garcia
Keesha Tate L. Layson	Gwyneth Nicole L. Valdez	Determinants Of Whistleblowing Intentions Among Accounting Students In North Cotabato	Allen Shane C. Garcia
Yzeitle Shane P. Ponteres	KC M. Saturno	Cybersecurity Through The Lens Of Accounting Professionals In Cooperatives: Insights From Cotabato Province	Allen Shane C. Garcia
Lodessa Kaye M. Colipano	Eden Rose D. Magdayao	Effect Of Gida Program On Indigenous People's Social And Socio-Economic Conditions: A Comparative Analysis	Allen Shane C. Garcia
Charles Winston B. Doliente	Louise Anna C. Nuncio	Financial Literacy And Insurance Policy Uptake Intention Among Urban Households In Kidapawan City	Allen Shane C. Garcia
Kassandra Christine P. Paren	Garry Almendralejo	Online Vs. Face-To-Face: A Comprative Analysis Of Accounting Students' Learning Experiences In Cotabato Province	Allen Shane C. Garcia

Jonalyn D. Gartalla	Abegail T. Tenerife	The Role Of Managerial Accounting In Improving Decision-Making Procedures Of Small Enterprises In Kidapawan City	Allen Shane C. Garcia
Hezel Aires M. Yusay		Accounting Professional' Awareness In The Face Of Global Cryptocurrency Pervasiveness In Cotabato Province	Allen Shane C. Garcia
Irish Jean D. Reces	JeeMArth F. Lacumbo	The Correlation Between Online Gambling Intensity And The Financial Well-Being Of The Residents Of The Philippines	Jay-r G. Vildac
Czearish Genelle G. Bibat	Kyla Marie S. Pajarillo	Assessing Sustainability Awareness And Behavior Among Management Accounting Students Of North Cotabato: A Correlational Study	Jay-r G. Vildac
Paula Dominique R. Garmino	Jeannie Q. Rebuta	Financial Position And Cash Flow Indicator's Relationship With The Sglg Awards: Evidence From Lgus In Region Xii, Philippines	Jay-r G. Vildac
Kaye Lorex P. Otoc	Anna Mae L. Quirabo	Role Of Cooperative Characteristics On The Influence Of Corporate Social Responsibility Dimensions To Stakeholder Trust	Jay-r G. Vildac
Eugene B. Aspera	Jeahan L. Tejada	Determinants Of Health Insurance Preferences Of Government Employees In Usm Under The Budget Circular 2024-6	Jay-r G. Vildac
Jalima M Abas	Jhonel C.Pedrajas JR	Financial Literacy. Remittance Utilization And Savings Behavior Of Ofw Dependents In Kabacan, Cotabato	Jay-r G. Vildac

Florence M. Ledama	Jeian Ashley G. Nastor	Contributions And Implementation Challenges Of Lgus In Cotabato Province In Achieving Finance-Related Sustainable Development Goals	Jay-r G. Vildac
Rashel Keith A. Badol	Altea Joy T. Suarez	Relationship Of Perception On Deceptive Investment Schemes And Investment Behavior Of Non- Business Students At University Of Southern Mindanao	Jay-r G. Vildac
Angel Rose G. Angeles	Rhealyn V. Omay	Role Assignment And Control In Integrity; Analyzing The Segregation Of Duties In Multipurpose Cooperatives	Jay-r G. Vildac
Rodeza Mae P. Dueño	Leigh Marie M. facto	Sustainability Performance And Operating Margin: Moderating Effects Of Firm Size, Liquidity, And Leverage In Listed Industrial Companies	Jay-r G. Vildac
Kyla Julynne B. Emggona	Keziah Lynn D. Dela Fuente	The Relationship Of Workload, Compensation, And Professional Growth And The Interest In Academe Among Accounts In Region Xill	Jay-r G. Vildac
Elah L. Eltagonde	Paulyn Andrea O. Moncada	Sustainability Disclosure And Market Behavior: Correlating Gri-Based Esg Scores With Stock Performance Of Publicly Listed Renewable Energy Companies In The Philippines	Jay-r G. Vildac
Jessah A. Busayong	Chrisleigh Maree B. Manuel	Government Subsidies Toward Farmer's Financial Performance Of Banan Farmers In President Roxas, Cotabato	Jay-r G. Vildac

Rommeleih A. Aguirre	Sameia Karl G. Magdugo	Profiling Financial Fraud Susceptibility: The Role Of Cognitive Traits, And Sociodemographic	Jay-r G. Vildac
Annegel Trish P. Escoto	Georgilyn C. Tacugue	PhilHealth Insurance Literacy And Financial Preparedness Of Discharged Patients In Selected Private Hospitals In North Cotabato	Jay-r G. Vildac
Karl Louie E. Labucay	Kyle Andrei S. Olegario	Relationship Of Governance Integration, Performance-Based Accountability, and Financial Efficiency: Edcom Ii's Priority Areas In Sucs Of Mindanao	Jay-r G. Vildac
Jelamie T. Nimuan	Jed G. Pagayon	Influence Of Budgeting Practices Towards Financial Control And Decision Making Strategy Of Sari-Sari Store In 3rd District Cotabato Province	Sandra Angela A. Bangcaya
Cedric C. Claud	John Lloyd R, Manimog	The Determinants Towards Online Fraud Victimization Experiences Among Adults In Cotabato Province	Sandra Angela A. Bangcaya
Doroth Ailean L. Guerreo	Aleahnor D. Pandulo	Perceived Effectiveness Of Accounting Curricula On The Student Preparedness For Professional Practice In The Province Of Cotabato	Sandra Angela. Bangcaya
Nonito JR. O. Osma	Christna Tingal	Financial Management Practices And Profitability Among Small-Scale Rice Farmers In Makilala Cotabato	Sandra Angela A. Bangcaya

Diana Dane Q. Abian	Khristine Mae C. Guanga	Transparency, Accountability, And Budget Utilizationof Society Organizations In The University Of Southern Mindanao	Sandra Angela A. Bangcaya
Bonafaye Joy B. Peralta	Jelly C. Sariol	Effet Of Online Learning Tools On Academic Performance Of Accounting Students In Cotabato Province	Sandra Angela A. Bangcaya
Alfredo D. San Franscisco	Angeline T. Vido	Comparative Analysis On Tax Morale Of Business Enterprises In Cotabato Province	Sandra Angela A. BAngcaya
Mary Nelle O. Ardina	Kristelle Chrismarie D. Ito	From Compliance To Confidence: An Analysis Of Sustainability Reporting And Its Influence On Market Valuation Among Psei Firms	Sandra Angela A. Bangcaya
Kylle A. Bala	Jamellano T. Singgo	The Accountability Gap: A Study On The Attitudes Toward Faculty Evaluation Among Accounting Students In Cotabato Province	Sandra Angela A. Bangcaya
Colyn Kaye R. Javier	Chennie O. Perez	The Effect Of Internal Control On Fraud Hexagon Elements As Moderated By Morality In Cotabato Cooperatives	Sandra Angela A. Bangcaya
Mark Anthony T. Francisco	Psalm Ruvi B. Tala	Accounting Education Innovation: A Systematic Literature Review On Integrating Emerging Topics Into The Curricula Of Accounting Programs In The Philippines	Sandra Angela A. Bangcaya

Bryan U. Galan	Christian Jay M. Oliveros	Financial And Managerial Practices As Determinants Of Profitability Among Retail Stores In Cotabato Province	Sandra Angela A. Bangcaya
Jessa May A.Nellas	Yzel Gyle S. Yray	Determinants Of Financial Health On Publicly Listed Companies In The Philippines During Pre-Pandemic, Pandemic, And Post-Pandemic Periods	Sandra Angela A. Bangcaya
Xylem Yrresh E. Soliano	Angeline Araine H. Cadungon	From Classroom To Corporate: A Study On The Factors Affecting The Readiness Of Accounting Students In Entering The Corporate World	Sandra Angela A. Bangcaya
Amerah S. Manaros	Mabeth T. Alimao	Digital Innovation In Student Housing Management: A Proposed User Interface Design For A Centralized Dormitory System At The University Of Southern Mindanao	Sandra Angela A. Bangcaya
Kyrah Mae C. Dulguime	Daisy M. Hornido	Tax Awareness, Motivation, And Tax Compliance Of Self-Employed Individuals And Professionals In Cotabato Province	Sandra Angela A. Bangcaya
Jhen Frytz D. casa	Hannah Bea D. Estomata	Tax Awareness And Tax Compliance Among Start-Up Business Listed In Usmart Technology Business Incubator	Sandra Angela A. Bangacaya
Esther M. Asoy	Hyriah Zoe B. Lanaja	Analysis Of Factors Influencing The Willingness Of Micro And Small Enterprises (Mses) To Adopt Mobile Bookkeeping Applications	Sandra Angela A. Bangcaya

Chloe Nicole Gordoncillo	Ella T. Libre	Financial Management Perceptions And Behaviors Among Household In The 3rd District Of Cotabato Province	Sandra Angela A. Bangcaya
Sally Girl Dino		Design And Development Of Web-Based Financial Management System For Student Organizations Within The University Of Southern Mindanao	Sandra Angela Bangcaya
John Kenneth F. Maniago		Credit Financing And Business Performance Of Micro Enterprise In Isulan Sultan Kudarat	Baikongan B. Guaiman
Czarlaine Franchette A. Bantolo	Vyl P. Gojo Cruz	Debt Management And Financial Health Of Deped Teachers In The Municipality Of Kabacan, Cotabato	Allen Shane C. Garcia
Eian Chin U. Mana-ay	Evan Rex E. Bohos	Accounting Information System Of Mses In The Third District Of Cotabato Province	Allen Shane C. Garcia
Angelica Rose B. Centino	Danessa Rose T. Escopalao	Buy, Now Pay Later (Bnpl) Usage And Spending Behavioral Among University Of Southern Mindanao Students	Allen Shane C. Garcia
Nicole Jamyradeth M. Ganoy	Sofia Trisha D. Utto	Perceptions And Ethical Considerations On Generative Artificial Intelligence As Learning-Support Tool Of Accounting Students In Cotabato Province	Allen Shane C. Garcia

Phoebe Kate G. Daquipil	Abegail B. Budiongan	Cost Management Strategies And Business Sustainability Of Micro And Small Enterprises In Kidapawan City; A Correlational Study	Allen Shane C. Garcia
Cookie Mae R. Anunciado	Vinge Sophia S. Mortejo	Factors Affecting Job Selection preferences In Accounting Students In Cotabato Province	Allen Shane C. Garcia
Aya Blessa Cher A. Bosi	Jovannah Nathalie M.Abellar	Internal Controls And Revenue Fund Management ; A Study Of Cooperatives In Cotabato Province	Allen Shane C. Garcia
Christine Joy P. Bayron	Prietz Anne Meanilah M. Canillada	Personal Finance And Its Relationship To Financial Literacy Of 4ps Household Recipients In Davao Del Sur	Allen Shane C. Garcia
Hamdan D. Karnain	Kent Cedrick A. Jenotan	Identifying Critical Governance Capabilities In Construction Project Management: A Study Of Organization	Allen Shane C. Garcia
Khenn Lloyd B. Villasis		The Influence Of Debt-To-Equity Ratio On The Profitability Of Real Estate Investment Trust Listed On The Philippine Stock Exchange	Allen Shane C. Garcia
Rhea Jean C. Bahinting	Jmearnel Amor A. Bayot	Resource Management Practices On The Operational Performance Of Coffee Shops In Cotabato Province	Allen Shane C. Garcia
Resha Raven M. Ignacio	Alexi Margueritte C. Palmes	Financial Transparency In Student Organizations: Donor Expectations And Disclosure Practices At The University Of Southern Mindanao	Allen Shane C. Garcia

Nherone Bryle Sabay	Ronah Potutan	Financial Accountability And Budget Utilization Of Barangay Local Government Unit In Kidapawan City	Allen Shane C. Garcia
Jan Jelven Madalogdog	Shernie Jimenez	Perceived Financial Opportunity And Intention Un Online Betting Among The Students Of University Of Southern Mindanao	Allen Shane C. Garcia
Kristine B. Zamora	Kizza Maree A. Mayordomo	Problem -Based Learning And Critical Thinking Skills Of Accounting Students In Cotabato Province	Allen Shane C. Garcia
Limuel Pagotaisidro	Cedric Solomon	Design And Evaluation Of An Inventory And Financial Reporting Framework For Bir Compliance Among Small Retail Enterprises	Allen Shane C. Garcia
Kinny Rose B. Gallibot	Kyla Nagela P. Gonzales	Factors Adoption Of Electronic Wallet (E-Wallet) Among Consumers In Kidapawan City	Baikongan B. Guiaman
Jocell T. Belarmino	Rohana E.Adtugan	The Cost Of Credit: Effects On Rice Farmers' Profitability and Household Welfare In Selected Kidapawan City	Baikongan B. Guiaman
Carl James A. Nimer	Brainer John V. Tacadao	Financial Literacy And Online Lending: The Role Of Knowledge On Debt Management Practices Among Usm Personnel	Baikongan B. Guiaman
Bea Bianca A. Dinopol	Jostine Imee A. Tambagan	Influence Of Information Technology Education On The Technological Skills Of Accounting Students In Cotabato Province	Baikongan B. Guiaman

Lawrence N. Rollon	Jenny D. Taño	Financial Literacy And Fraud Victimization Among Mses In Kabacan, Cotabato	Baikongan B. Guiaman
Noemi Nicole C. Recamadas	Krytal Joy Q. Ruiz	Fiscal Policy And Business Growth : 2015-2024 Evidence From Municipalities In District 1, Cotabato Province	Jay-r G. Vildac
Rosemarie R. R. Besañez	Ladymer L Peñaflor	Effectiveness On Fiscal Policy And Number Of Registered Businesses: 2015-2014 Evidence From Cities In Region Xii	Jay-r G. Vildac
Audrie Abdelbari H Madjilon	Rickie Haze T. Sali	Profitabilty Ratios And Stock Returns: Evidence From The Most Actively Traded Companies Listed On The Philippine Stock Exchange (2022-2026)	Jay-r G. Vildac
Catherine Bernadette O. Dayao	John Kenneth D. Baduel	Buy Now, Pay Later (Bnpl) Usage And The Budgeting Practices And Cash Flow Management Of University Of Southern Mindanao (Usm) Employees	Jay-r G. Vildac
Alex Ismael M. Comla	Edrian Lee S. Esparagosa	Beyond The Score: Do Fiscal Sustainability Ratings Mirror How Citizen Experience Lgu Service Delivery?	Sandra Angela A. Bangcaya
Princess Rolyn Joy C. Hapalla	Ana Piera D. Lumogdang	Flexible Work Arrangement And Performance Of Accounting Employees In Cotabato Province	Sandra Angela A. Bangcaya

Gian Carlo B. Failano	Mark Anthony L. Castro	An Analysis Of The Most Common Investment Choices Among University Of Southern Mindanao	Sandra Angela A. Bangcaya
Izzy Shane M.Tasic		Assessing The Effect Of Inventory Control And Break-Even Point Analysis Towards Financial Performance Of Agri-Vet Supply Businesses In Pigcawayan, Cotabato	Sandra Angela A. Bangcaya
Ameer D. Madali	Princess M. Siudad	Comparative Study On The Effect Of Manual Vs. Digital Business Permit Licensing System In Cotabato Province	Sandra Angela A. Bangcaya
Michelle F. Bura-ay	Datu Nasthur Bakar M. Talipasan	Thriving Amid Chaos : Dynamic Capabilities And Business Resilience Of Small And Medium Enterprises In Province Of Cotabato	Sandra Angela A. Bangcaya
Recia Catherine B. Burgos	Roxanne Faye P. Infortuna	Digital Financial Literacy And Its Relationship With Spending And Saving Practices Using Digital Financial Platforms Of Employed Adults In North Cotabato	Sandra Angela A. Bangcaya
Jeah Marianne B. Camporedondo	Shion Fay M Kobayashi	Audit Expectation Gap And Professional Skepticism Of Accountancy Students: Comparing Perceived And Actual Auditor Roles In Cotabato Province	Sandra Angela A. Bangcaya
John Mckinley Z. Maguate	Vanessa Mae E. Donato	Goal Setting And Supervisor Feedback On Work Engagement Among Accounting Graduates Of University Of Southern Mindanao	Sandra Angela A. Bangcaya

Nicole Ayenne C. Dayag	Farhana Gem C. Solaiman	Analysis Of Admission And Retention Policies Of Bsa Program In Mindanao, The Moderating Effect Of Institutional Longevity On Bord Exam Ratings	Sandra Angela A. Bangcaya
Asciater May J. Paraon	Sheenah D. Gayramara	Cashless Campus Initiative: Assessing The Reediness Of The University Of Southern Mindanao For Digital Payment System	Sandra Angela A. Bangcaya
Kyla Nicole G. Jinon	Meca Ella A. Catillon	Financial Management Practices And Sme Performance In Cotabato Province : The Role Of Digital Adoption	Sandra Angela A. Bangcaya
Joycee Ann L. Banlasan		Influence Of Budgeting Practices And Cash Flow Management On Mse's Growth In The Municipality Of Magpet	Sandra Angela A. Bangcaya
Ted Gabriel M. Bair	Marionne Lea M. Bair	Mitigating Fraudulent Financial Reporting Through Regulatory Compliance: A S.C.O.R.E. Analysis Of Cooperatives In Cotabato Province	Sandra Angela A. Bangcaya
Krystal Mae D. Loquere	Diane J. Obreque	Behavioral And Trust-Related Factors Influencing Online Banking Fraud Victimization Among Adults In Cotabato Province	Sandra Angela A. Bangcaya
Eden Grace M. Santos	Remelyn B. Bacay	Financial Literacy An Financial Behavior Across Four Different Age Groups In Cotabato Province	Sandra Angela A. Bangcaya
Juliana Caezar M. Francisco	Jasmine Kate J. Hugos	Factors Influencing Learning Motivation Moderated By Class Engagement Among Accounting Students In Cotabato Province	Sandra Angela A. Bangcaya

Jovelyn L. Dalawis	Leah Mae R. Tabugoc	A Comparative Analysis Of Ethical Culture In Financial Reporting Of Higher Educational Institutions In Cotabato Province	Sandra Angela A. Bangcaya
Janah Mae G. Bernadas	Chelsey Bea L. Embrado	Perceived Cooperative Social Responsibility And Membership Commitment: The Moderating Role Of Perceived Authenticity	Sandra Angela A. Bangcaya
Sophia Nicole M. Calma	Rene A. Fuentes	Assessing Awareness On Green Accounting Practices Of Accounting Professionals In Cotabato Province : A Basis For Policy Recommendation	Sandra Angela A. Bangcaya

viii. Name all opportunities for research capability Building

The college conducts various capability-building activities to enhance faculty members' competencies in research writing, data analysis, and scholarly publication. These activities provide opportunities for faculty members to improve their research skills, strengthen their capacity to develop quality research proposals and manuscripts, and gain a better understanding of the processes involved in publishing research outputs. Through seminars, workshops, mentoring sessions, and training programs, the college promotes continuous professional development and encourages faculty members to engage in meaningful and productive research endeavors.

These initiatives are valuable to the department as they help faculty members develop the knowledge and technical skills necessary to conduct relevant, methodologically sound, and quality research. Improved research competencies enable faculty members to identify emerging issues in their respective fields, generate evidence-based insights, and integrate current research findings into classroom instruction and student mentoring. This strengthens the department's academic functions and encourages a culture of inquiry, innovation, and scholarly engagement.

At the college level, capability-building activities contribute to improved research productivity, stronger collaboration among faculty members, and increased opportunities for presenting and publishing research outputs. They also help establish a supportive research environment where faculty members can share expertise, develop collaborative projects, and pursue research initiatives aligned with the college's priorities. The resulting research outputs can inform academic programs, support community engagement, and provide practical recommendations relevant to the needs of industries and other stakeholders.

At the university level, these activities support the advancement of the institution's research agenda and strengthen its overall research culture. By developing faculty members' competencies in proposal preparation, research implementation, manuscript writing, and publication, the university can enhance the quality,

visibility, and dissemination of its scholarly outputs. Published research contributes to knowledge generation, provides evidence for policy and decision-making, and creates opportunities for collaboration with other academic institutions, government agencies, and industry partners. These efforts may also strengthen the university's capacity to secure research grants, participate in collaborative research initiatives, and demonstrate its contribution to regional, national, and global development priorities.

Overall, capability-building activities in research writing and publication are essential to the continuous improvement of the department, college, and university. They help ensure that faculty members are equipped to produce quality research, share their findings with wider audiences, and translate research results into meaningful academic and societal contributions. Through sustained investment in faculty development, the institution strengthens its research capabilities, promotes a culture of excellence and innovation, and reinforces its commitment to producing relevant, credible, and impactful scholarly work.

Title of Training / Activity	Speaker	Sponsoring Department
From Manuscript to Published Paper (September 15, 2026)	Dr. Romiel John P. Basan	College Research Coordinator
MeWrite RIDE: A Proposal Mentoring and Writeshop in Research, Innovation, Development and Extension (RIDE) for Faculty (May 6, 2026)	Dr. Debbie Marie B. Verzosa; Dr. Glyn G. Magbanua; Dr. Jalaloden B. Marohom; Dr. Roy B. Gacus; Mr. Laurence Arjay T. Mamburam; and Dr. Romiel John P. Basan	Department/College Research Coordinators and relevant university offices

College-Based Seminar on Research Publication (May 10, 2024)	Dr. Angelo R. Agduma and Dr. Krizler C. Tanalgo	Office of the College Research Coordinators
Faculty Retooling on Basic Statistics, Data Management, and Analysis (September 15, 2023)	Dr. Jennet R. Mag-aso and Associate Professor Rhenalie N. Bello	Office of the College Research Coordinators
Statistical Analysis Training for Faculty (StAT Fx) (February 24, 2023)	Assistant Professor Metche Anne C. Logronio	Office of the College Research Coordinators, in partnership with the Department of Agricultural Economics





MeWrite RIDE: A Proposal Mentoring and Workshop in Research, Innovation, Development, and Extension (RIDE) for Faculty

The MeWrite RIDE: A Proposal Mentoring and Workshop in Research, Innovation, Development, and Extension (RIDE) for Faculty, conducted on May 6–7, 2026, was organized to enhance the competencies of faculty members in developing quality research and extension proposals aligned with institutional priorities. The activity aimed to strengthen faculty capability in proposal writing by providing orientation on current research directions and funding priorities, improving technical writing and presentation skills, offering mentoring support, and facilitating constructive feedback for proposal refinement.

The two-day workshop was structured to maximize both learning and output generation. On the first day, participants attended orientation sessions and keynote presentations that provided guidance on institutional research thrusts, funding opportunities, and essential components of effective proposals. This was followed by initial proposal development, where faculty members began drafting their respective research and extension proposals. The second day focused on refining these proposals through mentoring sessions, followed by presentation and critiquing activities that allowed participants to receive feedback from experts and peers, further improving the quality of their outputs.

As a result of the workshop, participants were able to produce draft research and extension proposals, including corresponding work plans and budget estimates. These outputs were further refined during the mentoring and critiquing sessions, leading to improved proposal quality. More importantly, the workshop enhanced faculty skills in proposal writing, critical thinking, and presentation, while also fostering collaboration among participants.

The outcomes of the activity were evident in the improved capacity of faculty members to develop competitive proposals, increased collaboration among colleagues, and stronger alignment of research and extension initiatives with institutional goals. However, some challenges were encountered, including limited time for writing and refinement, varying levels of participant experience, and the need for sustained mentoring support beyond the workshop.

To address these concerns, several recommendations were proposed. These include conducting follow-up mentoring sessions to ensure the completion and submission of proposals, establishing a review committee to provide continuous feedback, developing structured proposal-writing modules, allocating dedicated time for proposal development, strengthening capability-building trainings, and improving monitoring and evaluation mechanisms for research outputs.

In conclusion, the MeWrite RIDE workshop successfully achieved its objectives by enhancing faculty competencies in proposal development and generating initial research and extension proposals aligned with institutional priorities. The activity serves as a significant step toward strengthening the university's research and extension agenda through capacity building and collaborative engagement.



1st CBDEM Research Summit – May 7, 2026

The College of Business, Development Economics and Management (CBDEM) successfully conducted its 1st Student Research Summit on May 7, 2026 at CBDEM-AVR, marking a significant milestone in the college's efforts to strengthen a culture of research, innovation, and academic excellence among its students. The event served as a platform for undergraduate and graduate students to present their research outputs, exchange ideas, and engage in scholarly discussions relevant to business, economics, and development.

The summit brought together students, faculty members, research advisers, and invited evaluators in a collaborative academic environment designed to showcase student-generated knowledge and promote evidence-based inquiry. Serving as panel of evaluators are: Karl P. Campos, PhD, DBM, DM-HRM , Shemiah Gail P. Placencia, MSc , Rowel P. Nitafan, DPA and Ivy Mae B. Cabornida, PhD.

Two participants per department presented a diverse range of research studies covering areas such as agribusiness, entrepreneurship, public policy, socio-economic development, and sustainable management practices.

One of the highlights of the summit was the oral and poster presentations, where student researchers demonstrated their ability to articulate research problems, apply appropriate methodologies, and present findings with clarity and confidence. These presentations were evaluated by a panel of faculty members and experts who provided constructive feedback to further enhance the quality and relevance of the students' work.

The event also emphasized the importance of research utilization and impact, encouraging students to align their studies with real-world issues and development priorities, particularly in the context of regional and national growth. Through this, the summit reinforced the role of students as emerging researchers and future contributors to policy-making and industry development.

In addition to the presentations, the summit fostered academic engagement and mentorship, as faculty members guided students in refining their research outputs and encouraged them to pursue publication and participation in future conferences. The activity also promoted collaboration among students across different programs within CBDEM. The winners of the summit served as representatives in the University Student-In House.

The successful implementation of the 1st Student Research Summit reflects the college's commitment to institutionalizing research as a core component of student development. It also highlights the growing capability of CBDEM students to produce quality research aligned with academic and industry standards.





ix. Describe the research monitoring and evaluation system (instrument used, evaluation results, etc.)

The University employs a comprehensive set of research forms and templates to guide and document the implementation, monitoring, evaluation, and completion of research projects. These forms cover the entire research project cycle, from proposal development and pre-implementation planning to progress monitoring, post-implementation reporting, and the preparation of research outputs for publication. They provide a standardized mechanism for gathering relevant information, tracking project accomplishments, assessing progress against established objectives, and ensuring compliance with institutional research policies and requirements.

During the pre-implementation stage, the Capsule Proposal for Research Projects, Detailed Proposal for Research Projects, Budget Summary for Research, and Workplan serve as essential planning and evaluation documents. These forms facilitate the systematic presentation of research objectives, methodologies, expected outputs, resource requirements, timelines, and implementation strategies. They also provide the basis for reviewing the feasibility, relevance, and readiness of proposed research projects before implementation.

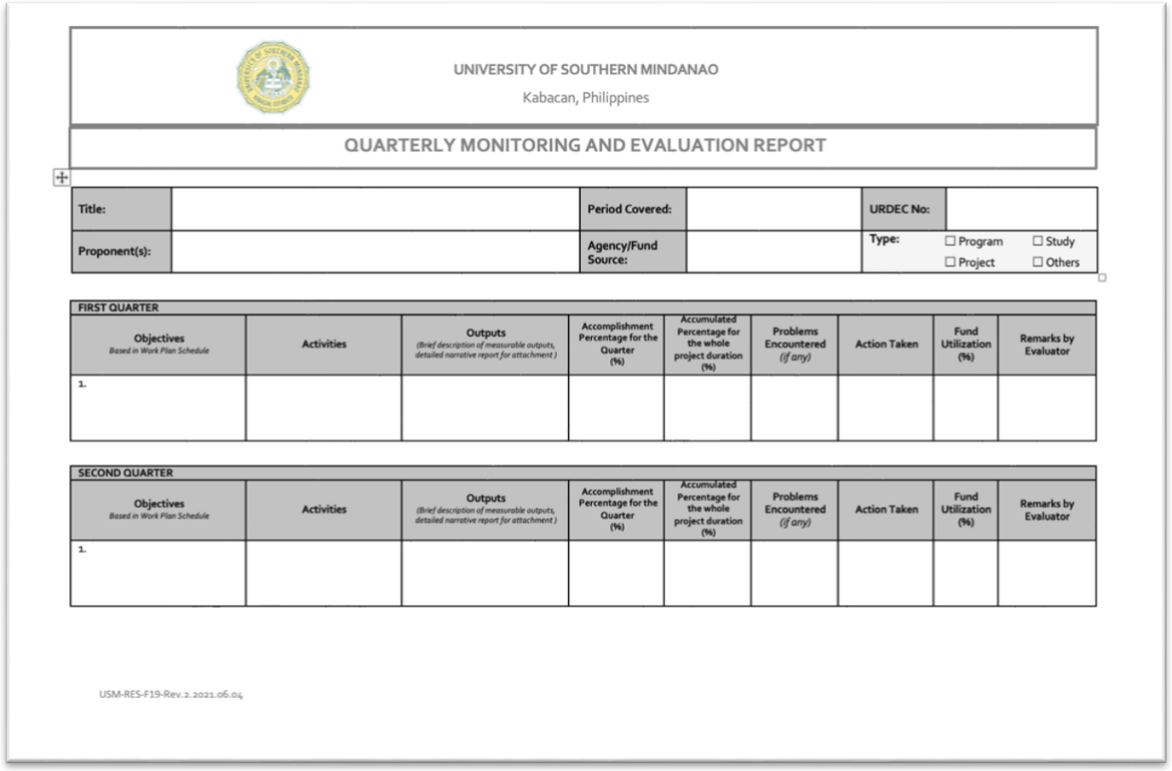
During the implementation stage, the Narrative Report and Quarterly Monitoring and Evaluation Report are utilized to document research activities, assess progress, identify accomplishments, and determine whether project implementation remains consistent with the approved proposal and workplan. These forms enable research administrators and monitoring personnel to track milestones, identify implementation challenges, and recommend appropriate corrective actions when necessary. Through regular reporting, the University can provide timely guidance and support to researchers and ensure that research activities remain aligned with approved targets, schedules, and budgetary allocations.

In addition to the use of standardized research forms, the University conducts college-based and university-based in-house research presentations and reviews for students to provide opportunities for them to present their research findings, receive constructive feedback, and improve the quality of their scholarly work. These activities help strengthen students' research competencies, develop their confidence in presenting and defending research outputs, and promote a culture of inquiry and academic excellence. The college-based activities provide an initial venue for research presentation and evaluation, while the university-based activities offer a broader platform for scholarly exchange and recognition of student research accomplishments.

For faculty members and staff, the University conducts midyear and year-end in-house research reviews to monitor research progress, evaluate accomplishments, and assess the extent to which ongoing and completed research projects meet their intended objectives and deliverables. The midyear review provides an opportunity to assess implementation progress, identify challenges, and determine necessary interventions during the course of the year. Meanwhile, the year-end review facilitates the assessment and documentation of research accomplishments, including completed studies, outputs generated, and progress toward established research targets. These reviews also promote accountability, continuous improvement, and the timely completion of research projects.

For the post-implementation stage, the Terminal Report, Publishable Output, and Application for Intent to Publish document project completion and facilitate the dissemination and utilization of research findings. The Terminal Report provides a comprehensive account of the research activities undertaken, results obtained, objectives achieved, and recommendations arising from the study. The Publishable Output and Application for Intent to Publish, meanwhile, support the preparation and processing of research outputs for publication, thereby encouraging the wider dissemination of scholarly knowledge and promoting the visibility of the University's research accomplishments.

Through the integration of standardized research documentation, student research presentations, and regular midyear and year-end reviews for faculty and staff, the University establishes a systematic approach to research management and quality assurance. These mechanisms strengthen research planning, monitoring, evaluation, and dissemination while fostering a research culture that values accountability, collaboration, continuous improvement, and the production of relevant and high-quality scholarly outputs.



UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Philippines

QUARTERLY MONITORING AND EVALUATION REPORT

Title:		Period Covered:		URDEC No:	
Proponent(s):		Agency/Fund Source:		Type:	☐ Program ☐ Study ☐ Project ☐ Others

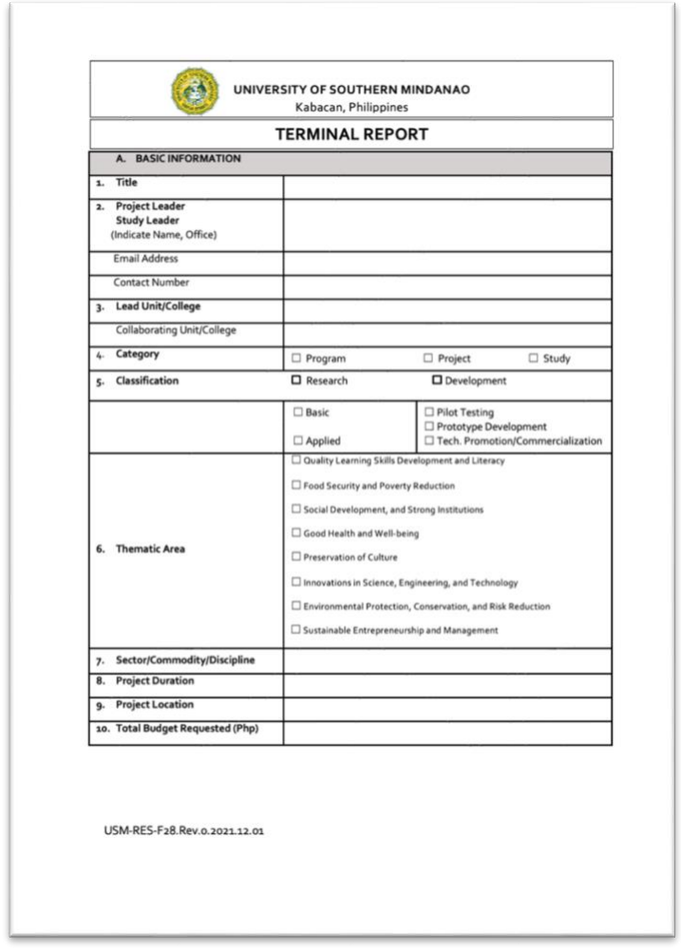
FIRST QUARTER

Objectives *Based in Work Plan Schedule*	Activities	Outputs *(Brief description of measurable outputs, detailed narrative report for attachment)*	Accomplishment Percentage for the Quarter (%)	Accumulated Percentage for the whole project duration (%)	Problems Encountered *(if any)*	Action Taken	Fund Utilization (%)	Remarks by Evaluator
1.								

SECOND QUARTER

Objectives *Based in Work Plan Schedule*	Activities	Outputs *(Brief description of measurable outputs, detailed narrative report for attachment)*	Accomplishment Percentage for the Quarter (%)	Accumulated Percentage for the whole project duration (%)	Problems Encountered *(if any)*	Action Taken	Fund Utilization (%)	Remarks by Evaluator
1.								

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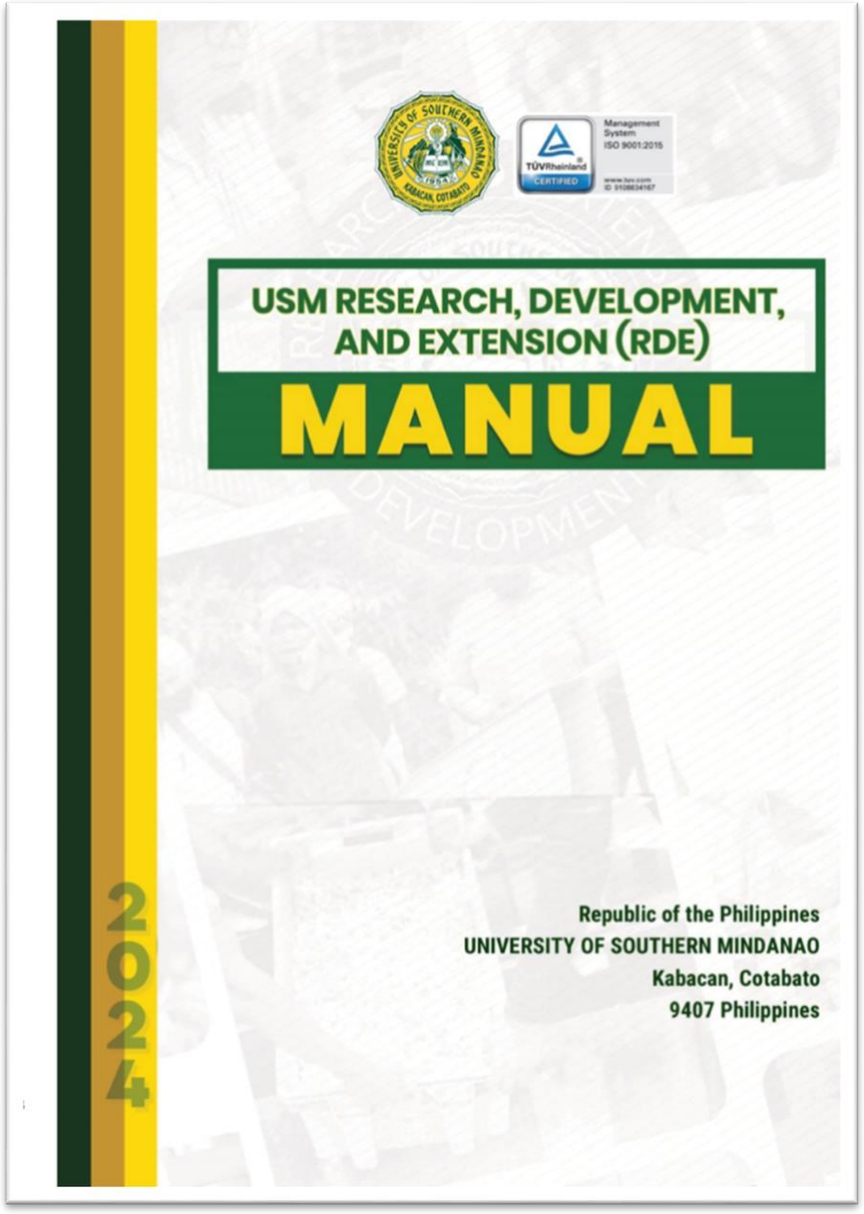


UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Philippines

TERMINAL REPORT

A. BASIC INFORMATION	
1. Title	
2. Project Leader Study Leader (Indicate Name, Office)	
Email Address	
Contact Number	
3. Lead Unit/College	
Collaborating Unit/College	
4. Category	☐ Program ☐ Project ☐ Study
5. Classification	☐ Research ☐ Development
	☐ Basic ☐ Applied / ☐ Pilot Testing ☐ Prototype Development ☐ Tech. Promotion/Commercialization
6. Thematic Area	☐ Quality Learning Skills Development and Literacy ☐ Food Security and Poverty Reduction ☐ Social Development, and Strong Institutions ☐ Good Health and Well-being ☐ Preservation of Culture ☐ Innovations in Science, Engineering, and Technology ☐ Environmental Protection, Conservation, and Risk Reduction ☐ Sustainable Entrepreneurship and Management
7. Sector/Commodity/Discipline	
8. Project Duration	
9. Project Location	
10. Total Budget Requested (Php)	

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7.9.b Criteria for Best Paper

Criteria	Maximum Points	Rating
1. Creativity and Technical Quality · Clarity of research topic/problem · Appropriateness of objectives · Appropriateness and thoroughness of methodologies - Adequacy of design and procedure - Efficiency of design and procedure · Organization and clarity of results and discussion · Accuracy of conclusions	35%	
2. Significance of Findings/Relevance of Research · Contribution of knowledge/scientific advancement · Relevance to regional thrust · Contribution to productivity/relevance to S & T community · Potential utility by end users	25%	
3. Manuscript/Write-up · Organization · Clarity and style · Accuracy of information/figures · Coherence and logic	15%	
4. Presentation · Use of visuals · Mastery of topics · Stage of presence and response to inquiries	25%	
TOTAL	100%	

7.9.c Criteria for Best Poster

Guidelines:

1. The poster should be well organized, concise, self-explanatory, attractive
2. Should fit in an illustration board (30x 40 inches)
3. Should include the following information: Title, Author(s) (names, address (unabbreviated), Brief Introduction, Objectives, Methodology, Results and Discussion, and Conclusion
4. Text should be readable from a distance of two meters
5. One of the authors should be stationed near his/her poster during Poster Session

CRITERIA	MAXIMUM POINTS	RATING
1. Significance of Findings 2. Experimental organization/procedure 3. Presentation (lay-out, color, etc.) 4. Over-all quality	30% 30% 30% 10%	
TOTAL	100%	

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USM Recognizes Best Papers, Posters at 44th RDE Year-end In-house Review

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Congratulations to the awardees of the 43rd Year-end In-House Review of USM!

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59 Papers, Posters Evaluated at 9th Student RDE In-house Review

x. Describe utilization of research results/outputs

The utilization of research results is an important indicator of the relevance, practical value, and societal impact of academic research. It demonstrates how research findings and recommendations can be translated into concrete programs, projects, and extension initiatives that address the needs of communities and contribute to sustainable development. At the Department of Accountancy, this is exemplified by the integration of findings from student research into the college's extension programs, highlighting the connection between academic inquiry and community engagement.

A notable example is the undergraduate thesis of Ms. Jerlyn A. Patague, a Bachelor of Science in Management Accounting student under the advisorship of Dr. Jay-r G. Vildac, entitled *"Level of Implementation of Bookkeeping Practices of Business Owners in Kabacan, Cotabato."* Among the study's recommendations was the provision of appropriate bookkeeping seminars and training for business owners to strengthen their financial management knowledge and practices. Recognizing the practical significance of this recommendation, the college incorporated the identified need into its extension initiatives through KABALANSE (Kabuhayan Bookkeeping and Literacy Assistance for Neighborhood Sustainability and Empowerment), with the Department of Accountancy playing an active role in its implementation.

KABALANSE was developed to respond to the need for improved financial literacy, bookkeeping competence, and entrepreneurship among micro- and small-scale entrepreneurs, particularly those with limited access to formal education and financial services. The initiative comprises three major components: Enterprise Development, Bookkeeping Seminar and Materials, and Adopt a Micro-enterprise. These components reflect an integrated approach to community empowerment by combining entrepreneurial capacity-building with practical financial management education and support for local enterprises.

As part of this initiative, a two-day seminar-workshop was conducted on September 11–12, 2024, at the Spottswood Methodist Center along Quezon Boulevard, Kidapawan City. The activity brought together 23 participants, including members of Philippine Rural Reconstruction Movement (PRRM)-assisted

associations from the municipalities of Kabacan, M'lang, and Tulunan in Cotabato Province, as well as project staff. The seminar-workshop covered Enterprise Development and Bookkeeping, directly addressing the capacity-building needs identified through research.

The Enterprise Development Seminar and Workshop featured resource persons from the college's extension and academic units, including Dr. Analyn A. Gonzales, College Extension Coordinator and faculty member of the Department of Business Administration; Dr. Jeannie U. Duka; and Dr. Esmaira G. Gunsayana of the Department of Agribusiness. Meanwhile, the Bookkeeping Seminar and Workshop was facilitated by Professor Sandra Angela A. Bangcaya and Dr. Jay-r G. Vildac of the Department of Accountancy, together with Dr. Mitzi Aileen Martinez-Alba of the Department of Business Administration. Their participation demonstrated interdisciplinary collaboration and the sharing of faculty expertise in translating research-based recommendations into practical learning opportunities for community members.





This initiative provides tangible evidence of the application of research findings beyond the academic setting. The recommendation arising from Ms. Patague's thesis informed the development of an extension activity that directly addressed the bookkeeping and financial literacy needs of local entrepreneurs. In this way, student research became a valuable input in designing responsive community-based interventions, reinforcing the role of research as a foundation for informed decision-making, extension planning, and community development.

For the Department of Accountancy, this linkage strengthens the relevance of its research activities, demonstrates the practical application of accounting and bookkeeping knowledge, and reinforces its commitment to producing research that responds to real-world financial management challenges. For the college, the initiative promotes collaboration among academic departments and extension personnel, encourages the integration of research and extension functions, and demonstrates the value of interdisciplinary approaches to addressing community needs. At the university level, KABALANSE exemplifies the institution's broader commitment to research utilization, community engagement, knowledge transfer, and inclusive development.

Overall, the KABALANSE initiative illustrates how research can serve as a practical foundation for extension services and community empowerment. By translating the recommendations of a student thesis into a structured capacity-building activity, the college demonstrates that research outputs can extend beyond academic requirements to inform meaningful interventions for local communities. This practice underscores the importance of sustaining the research-extension nexus to ensure that scholarly work contributes to relevant, responsive, and socially beneficial outcomes.

xi. Research Ethics

The University of Southern Mindanao (USM), through the Office of the Vice President for Research, Development and Extension (OVPRDE) and its Research Ethics Committee (RECO), implements established research ethics procedures to ensure that research activities involving human participants adhere to recognized ethical standards. These procedures are guided by the 2022 National Ethical Guidelines for Research Involving Human Participants issued by the Department of Science and Technology–Philippine Council for Health Research and Development (DOST-PCHRD), as reiterated in OVPRDE Memorandum No. 05a, Series of 2025, on Ethics Standards and Procedures.

The university requires all research projects involving human participants, including student theses, faculty research, surveys, interviews, and other data-gathering activities involving people, to undergo the appropriate research ethics review. This requirement applies to studies that collect information directly from respondents and to studies using secondary data containing identifiable personal information. However, archival data from publicly available documents and summaries without names or identifying information do not require an ethics application under the stated guidelines. When uncertainty exists, researchers are encouraged to submit an application to ensure compliance with ethical standards.

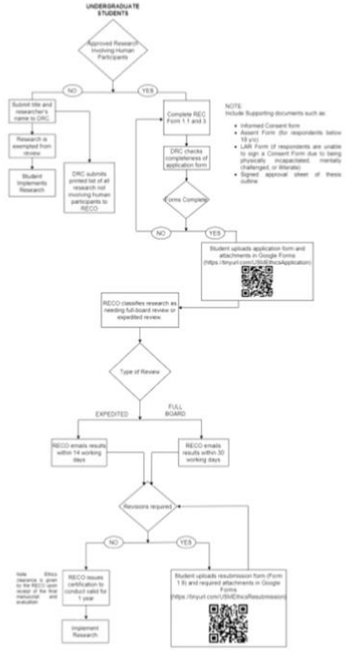
The ethics review process begins with the preparation of the required documents, including the Research Ethics Application Form (Form 1.1), Research Protocol (Form 3), data collection instruments, informed consent form, and other applicable supporting documents. For research involving participants below 18 years old, an assent form and parental or guardian consent are required. A Legally Authorized Representative form is also necessary when participants cannot provide consent independently under the circumstances specified in the university guidelines. Researchers must clearly identify potential risks, explain the measures for minimizing these risks, ensure that consent documents are understandable to participants, and demonstrate that their data collection methods are aligned with the study's objectives.

Before submission, the Department Research Coordinator (DRC) checks the completeness of the application and its supporting documents. Applications are submitted online to RECO from the first through the twentieth day of each month for inclusion in the monthly review; submissions received after the twentieth are considered in the subsequent month's review. The review may be expedited or conducted through a full board review, depending on the nature of the research. The memorandum indicates an estimated feedback period of 14 working days for expedited review and 30 working days for full board review. RECO may issue a Notice to Conduct or require revisions before the research proceeds.

Importantly, researchers may begin data collection only after their thesis proposal has been approved and they have received the Notice to Conduct from RECO. This procedure ensures that ethical considerations are addressed before participants are recruited or research data are collected. Following the completion of the study, researchers may request Ethical Clearance from RECO, subject to the university's requirements and the absence of unresolved participant complaints or concerns. The university distinguishes this post-study Ethical Clearance from the Notice to Conduct issued before data collection. Through these procedures, the university promotes respect for human dignity, protection of participants' rights and privacy, informed consent, confidentiality, and the minimization of potential harm. The involvement of trained ethics reviewers and Department Research Coordinators further strengthens institutional oversight and accountability. Overall, the research ethics procedures serve as an essential quality assurance mechanism that promotes responsible research conduct, protects research participants, and ensures that the university's research endeavors are carried out with integrity, transparency, and adherence to established ethical standards.

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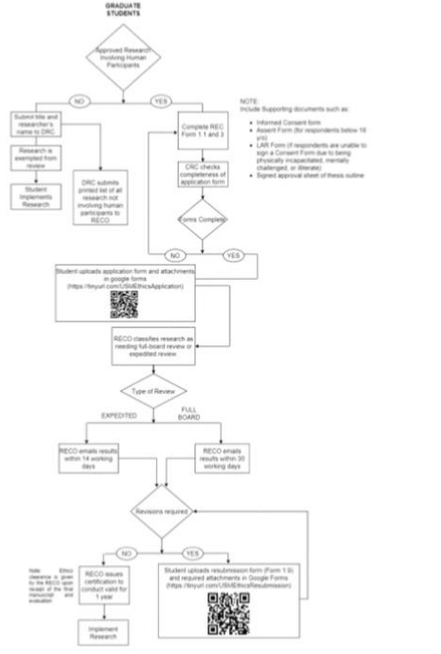


"UNITY IN DIVERSITY AND
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MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION."

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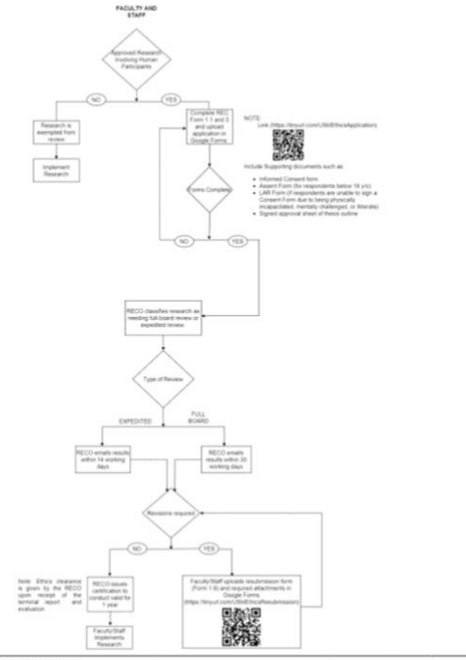


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To uphold academic integrity and promote responsible research practices, USM requires research outlines, manuscripts, dissertations, and other research reports to undergo plagiarism checking and AI detection using software subscribed to by the University. This procedure helps identify potential instances of plagiarism, inappropriate use of AI-generated content, and inadequate citation of sources. The process is governed by the existing USM Plagiarism Policy and Guidelines, ensuring consistency and accountability in the evaluation of research outputs.

The university implements a systematic review and approval process involving the major adviser, the College Research Coordinator (CRC), and the student researcher. Initially, the major adviser uploads the research outline or manuscript to the University's official text-matching software, selecting the option that prevents the submission from being stored in the database. References and appendices are excluded from the initial submission to ensure a more appropriate assessment of the manuscript's originality.

The major adviser evaluates the results based on established standards, including a maximum overall similarity index of 15% for undergraduate students and 10% for graduate students. Beyond the similarity percentage, the review examines whether key ideas and research findings are original, the content has been prepared without inappropriate AI-generated material, and no complete sentences or paragraphs have been copied from other sources. The adviser also ensures that cited references have actually been consulted, paragraphs are clear and coherent, and the literature is supported by relevant and updated scholarly sources. References published within the last five years are encouraged, while older sources should be accompanied by discussions of how the relevant studies have developed over time.

When the manuscript does not satisfy the prescribed requirements, the major adviser returns it to the student for revision and provides the necessary guidance. Once the manuscript meets the required standards, the major adviser signs it and forwards it to the CRC for further verification. The CRC then reviews the manuscript to

confirm compliance with the originality and academic writing requirements. If deficiencies remain, the manuscript is returned to the adviser for further revision and improvement.

After the CRC approves the manuscript, the major adviser uploads the final version, excluding preliminary pages and appendices, to the text-matching software and allows it to be stored in the repository. This final submission establishes a reference for comparison with future research outputs and strengthens the University's mechanisms for monitoring originality. The student researcher also certifies the originality of the paper through the prescribed certification form and submits it to the CRC.

Overall, the University's research writing and plagiarism-checking procedures demonstrate its commitment to producing credible, ethical, and academically sound research outputs. By integrating text-matching technology, AI detection, adviser supervision, and college-level verification, USM promotes responsible scholarship and reinforces the importance of originality, proper attribution, and critical engagement with scholarly literature. These measures help protect the integrity of student research, enhance the quality of theses and manuscripts, and support the University's broader goal of strengthening its research culture and ensuring that research outputs meet institutional and academic standards.

2.4 Research Writing

Research involves writing, from the proposal stage up to the final output such as a thesis manuscript, terminal report, or research publication. In all these cases, researchers are expected to produce original work.

Plagiarism Check and Artificial Intelligence Detection

Text-matching tools and artificial intelligence (AI) detection software provide an effective way to detect potential plagiarism and AI use based on exact matches with published and unpublished sources. USM shall subject all thesis outlines, manuscripts, dissertations, and other research reports (quarterly narrative progress reports and terminal reports) to plagiarism and AI detection using software subscribed to by the university. Plagiarism and AI detection of outline, manuscript or dissertation shall follow the existing USM Plagiarism Policy and Guidelines (see Section 3.5.h).

Originality and proper referencing of theses and research reports are overseen by the RDO Director and thesis advisers, respectively. Particular guidelines for student theses are as follows.

1. The major adviser uploads the student outline and manuscript in the official text-matching software used by the University, and chooses "No repository" so that the submission will not be stored in the database. References and appendices shall not be uploaded to the software.
2. The major adviser shall check for the following:
    a. the overall similarity does not exceed 15% for undergraduate students and 10% for graduate students;
    b. no key ideas central to the thesis (e.g., results) are plagiarized;
    c. content is not generated via artificial intelligence;
    d. no full sentences or paragraphs are entirely lifted from other sources;
    e. the student only cites references that he or she has actually read (note that an in-text citation marked by the text-matching software indicates that the citation was just copied from another source and the student has not read that source);
    f. the paragraphs are written in a clear and cohesive manner, with appropriate references to the scholarly literature.
    g. references are updated (i.e., to include references published within the last five years). Paragraphs that cite older references shall be followed by paragraphs that discuss how older studies have since developed within the past five years.
3. If any part of 2a through 2d is not satisfied, then the adviser returns the manuscript to the student and provides additional guidance as needed.
4. The major adviser shall sign the manuscript after verifying that parts 2a through 2d are all satisfied, and that the content passes the standards of an undergraduate thesis.
5. The student certifies that their paper is original (Appendix 23) and submits this form to the college research coordinator (CRC).

6. The CRC shall sign the thesis outline/manuscript after confirming that parts 2a through 2d are satisfied. If not, the CRC shall return the outline/manuscript to the thesis adviser for further revisions.
7. After the CRC approves the manuscript, the major adviser shall upload the final manuscript, excluding preliminary pages and appendices, to the text-matching software and choose to add the manuscript to the repository. This will allow the text-matching software to store the final manuscript in the database so that it can be compared with future submissions.

. Outputs for Parameter C

- **Institutional intellectual property protection framework.** USM recognizes intellectual property protection and technology transfer as important components of its research, development, extension, and resource-generation activities. The university's framework includes the Revised Intellectual Property Policy of 2025, Technology Transfer Protocol, and Technology Business Incubation Policy. These instruments provide direction for protecting research outputs, managing intellectual property, facilitating technology transfer, and supporting innovations with commercial potential.
- **Revised Intellectual Property Policy of 2025.** The policy establishes guidance on the ownership, protection, management, and utilization of intellectual property generated within the university. It provides an institutional basis for managing research outputs and protecting the interests of the university and other relevant stakeholders in accordance with applicable policies.
- **Technology Transfer Protocol.** USM's Technology Transfer Protocol provides mechanisms for transferring research-based technologies and outputs to intended beneficiaries. The documented mechanisms include partnerships, extension activities, licensing, commercialization, and other appropriate arrangements. This framework supports the movement of research results from academic investigation toward practical application.
- **Technology Business Incubation Policy.** The university's incubation policy supports the development of viable enterprises from promising research outputs. It provides a framework for mentoring, access to facilities, business development assistance, and linkages with industry and potential markets. This helps connect research and innovation with entrepreneurship and technology commercialization.

- **Approved RDE Manual governing research implementation.** The university's RDE Manual provides standardized procedures for research activities, including the preparation and approval of research proposals, project implementation, supervision, evaluation, and documentation. Its provisions establish a common basis for implementing research in a systematic and accountable manner.
- **Defined research supervision and thesis evaluation procedures.** The RDE Manual establishes the composition and responsibilities of thesis guidance and examining committees. For undergraduate research, the guidance committee includes the thesis adviser, co-adviser when applicable, and Department Research Coordinator. Graduate research supervision involves the major and minor advisers. These arrangements clarify responsibilities for guiding students, reviewing manuscripts, and assessing research quality.
- **Institutional mechanisms for research ethics and responsible conduct.** The Research Ethics Committee, IACUC, and IBC provide specialized review and oversight of research involving human participants, animals, and biohazardous materials. These mechanisms support the ethical and safe implementation of research and help ensure that scientific objectives are pursued responsibly.
- **Plagiarism checking and AI-content evaluation procedures.** The university requires research outlines, manuscripts, dissertations, and other research reports to undergo plagiarism checking and AI detection using software subscribed to by USM. The process is governed by the university's plagiarism policy and guidelines and includes review by the research adviser and College Research Coordinator. The document identifies maximum overall similarity indices of 15% for undergraduate students and 10% for graduate students, alongside qualitative checks on originality, proper attribution, and responsible use of AI.
- **Multi-level manuscript review and verification.** The university's process requires the major adviser to conduct an initial originality review and return manuscripts for revision when necessary. Once the manuscript meets the prescribed standards, it is forwarded to the College Research Coordinator for

verification. Final submission and originality certification provide additional documentation and help establish a reference for comparison with future research outputs.

- **Designated research management officials.** The document identifies key officials responsible for research management, including the Vice President for Research, Development and Extension, Director for Research, College Research Coordinator, and Department Research Coordinator. These officials have educational qualifications and areas of specialization relevant to their functions, providing an identified administrative and technical structure for planning, coordinating, and monitoring research activities.
- **Research-related incentives and recognition mechanisms.** The RDE Manual provides for honoraria for thesis advising and examination, including specified undergraduate and graduate thesis-related activities and Department Research Coordinator functions under applicable conditions. It also establishes guidance for equitable distribution of thesis advising and examining responsibilities and recognizes potential entitlement to benefits under the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology Personnel, subject to the applicable requirements.
- **Standardized research monitoring and evaluation forms.** USM uses prescribed forms and templates to document research activities across the project cycle. These include the Capsule Proposal for Research Projects, Detailed Proposal for Research Projects, Budget Summary for Research, and Workplan. These documents establish the basis for reviewing proposed objectives, methodologies, resource requirements, schedules, expected outputs, and implementation arrangements.
- **Progress monitoring and evaluation of ongoing projects.** The university conducts midyear and year-end in-house research reviews for faculty members and research personnel. Midyear reviews provide opportunities to examine implementation progress, identify challenges, and determine necessary interventions. Year-end reviews document accomplishments, completed studies, generated outputs, and progress toward established research targets.

- **Terminal reporting and publication-related documentation.** The university uses the Terminal Report, Publishable Output, and Application for Intent to Publish during the post-implementation stage. These documents help record research activities, results, objectives achieved, recommendations, and the preparation of outputs for dissemination. They establish a documented link between project completion and subsequent publication.
- **Research utilization through extension programs.** The submitted document describes the use of findings from student research to inform extension initiatives. One example is the undergraduate thesis by Jerlyn A. Patague, entitled Level of Implementation of Bookkeeping Practices of Business Owners in Kabacan, Cotabato. The study recommended appropriate bookkeeping seminars and training for business owners, and the identified need was incorporated into the college's extension activities.
- **KABALANSE as an example of research utilization.** KABALANSE, or Kabuhayan Bookkeeping and Literacy Assistance for Neighborhood Sustainability and Empowerment, demonstrates how research findings can be translated into community-based interventions. The initiative seeks to strengthen financial literacy, bookkeeping competence, and entrepreneurship among micro- and small-scale entrepreneurs, particularly those with limited access to formal education and financial services.
- **Three components of the KABALANSE initiative.** The program comprises Enterprise Development, Bookkeeping Seminar and Materials, and Adopt a Micro-enterprise. These components provide a structured approach to connecting research findings with capacity-building and practical business assistance. They illustrate how academic research can help identify community needs and inform the design of extension activities.
- **Commercialization of research outputs and intellectual property.** The university's intellectual property and technology transfer mechanisms provide a basis for transforming research outputs into products, services, licensed technologies, and other practical applications. The documented commercialization framework links research utilization with community benefits, industry partnerships, innovation, and potential institutional revenue generation.

- **Institutional mechanisms for sustaining research outcomes.** The continuing development of research centers and specialized services, including SERDAC, provides an example of how research-related capabilities can be maintained and used beyond the original period of project funding. This approach supports the continued availability of research expertise, data analytics, and technical assistance to university and external stakeholders.

2. Best Practices of the University

- **Integration of intellectual property protection and technology transfer.** USM's combination of an intellectual property policy, technology transfer protocol, and business incubation policy is a significant best practice. It addresses several stages of innovation: protecting research outputs, identifying pathways for utilization, facilitating transfer to intended beneficiaries, and supporting enterprise development. This integrated approach helps ensure that research outputs are considered not only for academic publication but also for practical application and commercialization.
- **Formalized research implementation procedures.** The approved RDE Manual provides a standardized basis for conducting and supervising research. Clear procedures help researchers and students understand the requirements for proposal preparation, implementation, evaluation, and completion. They also promote consistency across academic units and provide a basis for institutional accountability.
- **Use of specialized research ethics and safety review bodies.** The university's ethics, animal care, and biosafety committees demonstrate a commitment to responsible research implementation. Their specialized roles help ensure that research involving people, animals, and biological hazards receives appropriate scrutiny. This is an important quality assurance practice because research findings must be produced through scientifically sound and ethically acceptable procedures.

- **Systematic plagiarism checking and responsible AI use.** USM's use of text-matching software, AI detection, adviser supervision, and college-level verification demonstrates a multi-level approach to academic integrity. The process does not rely solely on a similarity percentage; it also examines originality, source attribution, the use of actual references, and the quality of scholarly writing. The requirement for critical evaluation and substantial revision of AI-generated content reinforces human intellectual responsibility.
- **Multi-stage review and revision of student research**. The involvement of advisers and College Research Coordinators creates opportunities to identify deficiencies before a manuscript is finalized. Returning manuscripts for revision when requirements are not met promotes improvement rather than treating compliance as a one-time procedural check. It also helps students develop stronger research writing and critical evaluation skills.
- **Regular midyear and year-end research reviews**. These reviews provide structured opportunities to monitor research progress and evaluate accomplishments. The midyear review supports early identification of implementation challenges, while the year-end review helps document results and assess progress toward targets. Together, they establish a recurring monitoring mechanism that can support corrective action and continuous improvement.
- **Standardized documentation throughout the research cycle.** The use of proposal forms, workplans, budget summaries, monitoring documents, terminal reports, and publication-related forms is a good practice because it provides a traceable record of research activities. Standardized documentation makes it easier to review project readiness, monitor implementation, assess completion, and prepare outputs for dissemination.
- **Linking project completion to publishable outputs.** The use of Terminal Reports, Publishable Outputs, and Applications for Intent to Publish establishes a pathway from research implementation to dissemination. This practice helps prevent completed projects from remaining only as internal reports and encourages researchers to prepare findings for wider scholarly communication.

- **Translation of research recommendations into extension programs.** The KABALANSE example demonstrates an important form of research utilization: using findings from a student thesis to identify a practical community need and inform an extension intervention. The connection between bookkeeping research and training for local business owners illustrates how research can contribute to improved business practices and community capacity.
- **Integration of academic research and community engagement.** The use of student research to inform extension activities provides learning opportunities while addressing stakeholder concerns. Students can see how research findings may be applied beyond the classroom, while the university can use its academic resources to support community development and practical problem-solving.
- **Commercialization as a pathway for research utilization.** The university's technology transfer and incubation policies provide mechanisms for translating research results into technologies, products, services, and potential enterprises. This approach broadens the concept of research impact by recognizing economic and practical applications alongside scholarly contributions.
- **Institutional leadership and coordination in research management.** The designation of university, college, and department research officials helps distribute responsibility for research planning, supervision, and monitoring. This structure supports coordination between institutional policy and program-level implementation and provides identifiable personnel who can guide researchers through established procedures.
- **Recognition of faculty contributions to student research.** Honoraria for thesis supervision and examination recognize the time and expertise involved in guiding and evaluating student research. Guidelines on equitable workload distribution also help promote a more balanced allocation of advising and examining responsibilities across faculty members.

- **Sustainability planning for research capabilities.** The continued development of centers such as SERDAC illustrates the value of maintaining the expertise, facilities, and systems created through externally funded projects. Establishing operational policies and service arrangements can help preserve institutional benefits after the original grant period ends.
- **Use of research findings to support evidence-based decision-making.** Research monitoring, terminal reporting, and extension utilization provide opportunities for findings to inform institutional planning and community interventions. Sustained implementation of these mechanisms can help ensure that research outcomes contribute to decisions, programs, and services rather than remaining unused academic documents.

Parameter D – Publication and Dissemination

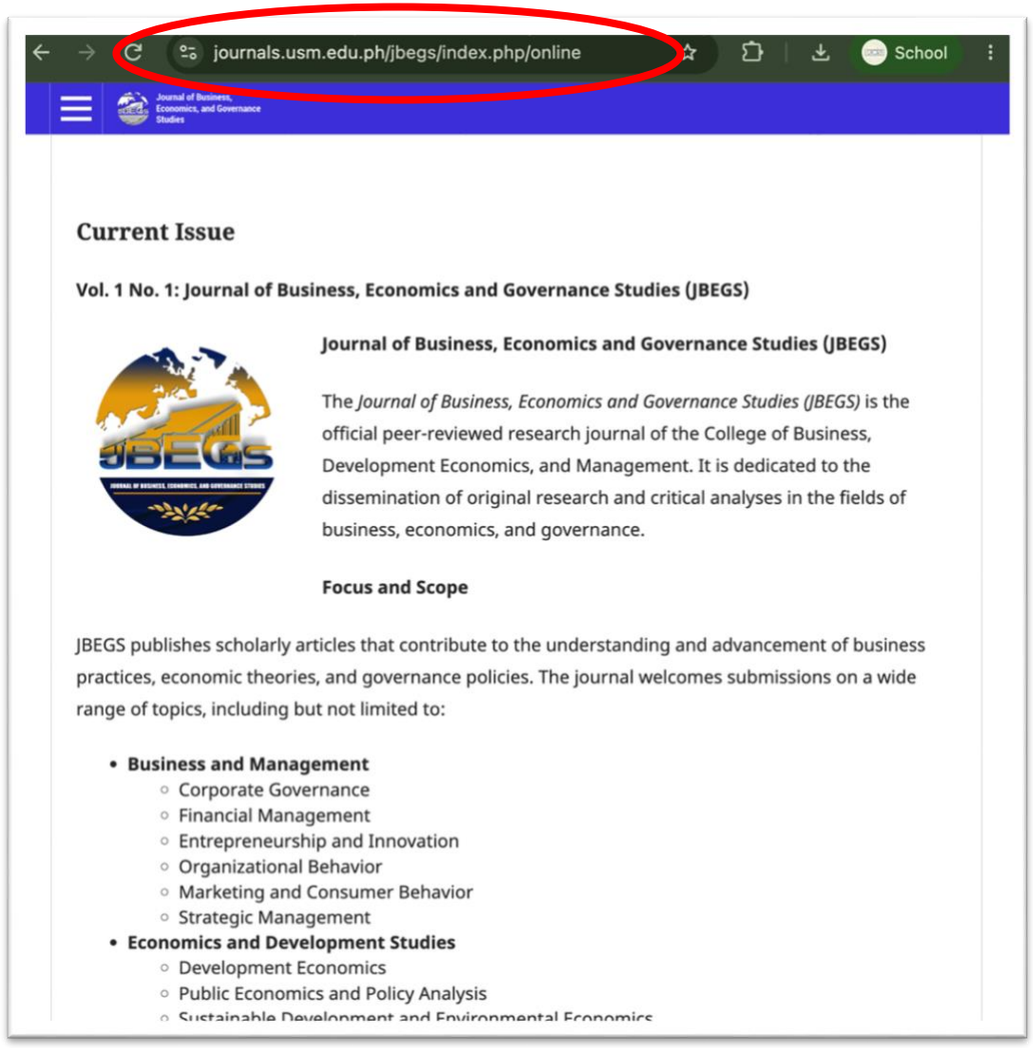
i. Approved and copyrighted Research Journal

The Journal of Business, Economics, and Governance Studies (JBEGS) is the official peer-reviewed research journal of the College of Business, Development Economics, and Management of the University of Southern Mindanao (USM). It serves as an academic platform for the publication and dissemination of original research, scholarly analyses, and evidence-based studies that contribute to the advancement of knowledge and practice in business, economics, and governance.

JBEGS welcomes scholarly contributions from researchers, academicians, practitioners, and policymakers covering various areas, including business and management, financial management, entrepreneurship, development economics, agricultural economics and agribusiness, public administration, and governance. Through these areas of research, the journal seeks to generate valuable insights that can inform business decisions, improve institutional practices, support evidence-based policymaking, and promote sustainable socioeconomic development.

As a peer-reviewed and open-access journal, JBEGS promotes the wider dissemination of research findings by providing free online access to its published articles. It upholds publication integrity through established ethical standards, originality requirements, and a double-blind peer-review process. The journal also provides a platform for researchers to share relevant findings and contribute to the development of their respective disciplines. Furthermore, it does not charge article processing fees, helping make scholarly publication more accessible to researchers.

Through JBEGS, the University of Southern Mindanao strengthens its commitment to research excellence, knowledge sharing, and the application of research to real-world challenges. The journal provides opportunities for faculty members, researchers, and other scholars to disseminate their work, foster academic collaboration, and contribute to informed decision-making and sustainable development at the local, regional, and national levels.

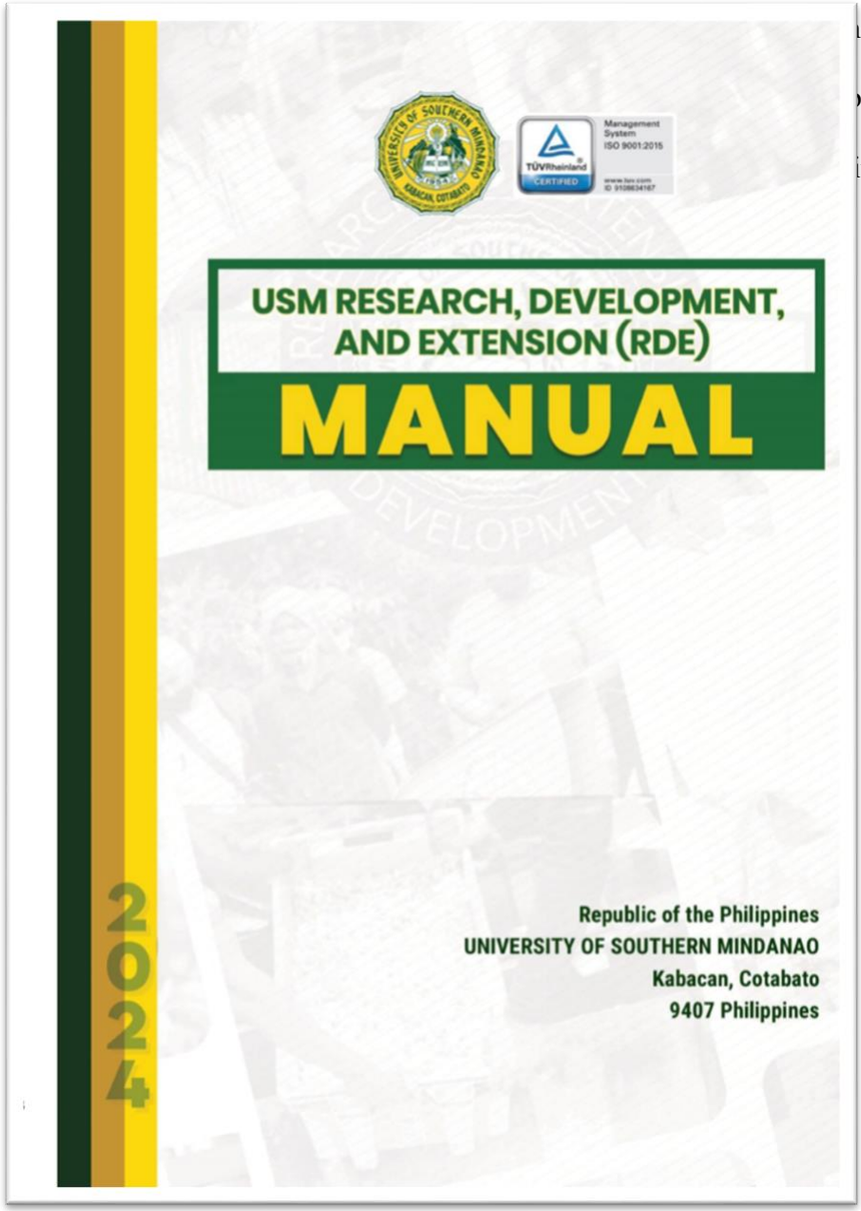


ii. Present guidelines on paper presentations; journal outstanding research related to performance and patented outputs

The University of Southern Mindanao (USM), through its University Research, Development, and Extension Committee (URDEC), implements the Paper Presentation Policy and Guidelines to encourage faculty members and researchers to disseminate scholarly work and share research findings in national and international conferences. The policy recognizes paper presentation as an important avenue for knowledge sharing, professional growth, academic engagement, and the promotion of research excellence.

Under the policy, research papers or abstracts submitted for presentation must be outputs of completed research work and must be accepted by a legitimate and reputable scientific conference. Faculty members seeking financial assistance from the University are required to submit a formal request to the URDEC Chair, together with the research abstract and official acceptance or invitation. The URDEC Chair then forwards the documents to the committee members for evaluation and endorsement. Furthermore, the research paper must pass the plagiarism test conducted by the Research and Development Office (RDO), ensuring the integrity and originality of the research output.

To provide sufficient time for evaluation, applications for financial assistance must be submitted at least two months before the scheduled conference or presentation. The policy also emphasizes the responsibility of the principal author to present the research paper. If the principal author is unable to attend, a co-author may present the paper upon written authorization from the principal author. Faculty members who do not request financial assistance may present their research in various academic forums, provided that the corresponding travel order is duly approved.



ent to promoting research dissemination, upholding academic integrity, and supporting the

olicy also establishes a systematic process for evaluating requests for financial assistance while

ty's academic visibility, knowledge exchange, and continuing pursuit of research excellence.

7.7 Paper Presentation Policy and Guidelines

A paper/abstract for National and International Presentation must be an outcome of some research work done thus plays a role in professional growth.

Purpose: An opportunity to disseminate and share the outcome of a scholarly work/research output and can also be a way of an academic exercise to share the past work.

Guidelines

1) The paper has been accepted in a legitimate & prestigious scientific conference for presentation.
2) The applicant should submit the request for financial assistance to present the paper in conference, attached with an abstract and accepted official invitation to the University Research, Development, and Extension Committee (URDEC) Chair.

3) The URDEC Chair will forward the document to the members of URDEC for review and endorsement.
4) Have passed the Plagiarism test conducted by the Research and Development Office (RDO)
5) Should apply two months prior to the presentation in order for URDEC to have a lead time of two (2) months for evaluation before conference/ presentation.
6) Main author should present the paper or in the absence of the main author, there should be a written consent by the main author assigning the co-author to present in her/his behalf.
7) In cases of no financial assistance requested, the faculty can present in several fora provided the travel order is approved.

iii. Name all modes of dissemination of research results/outputs (Publication, Paper Presentation)

The dissemination of research results and outputs is an essential component of the research process, as it provides opportunities for researchers and students to present their findings, receive constructive feedback, and contribute to the advancement of knowledge in their respective fields. The College and the University promote research dissemination through various platforms, including college and university in-house research reviews and research conferences. These activities showcase completed research studies, recognize research excellence, encourage scholarly exchange, and strengthen the culture of research, publication, and innovation within the academic community.

1. College In-House Research Review for Students

The College In-House Research Review for Students serves as a platform for undergraduate researchers to present their completed research studies and demonstrate their ability to conduct systematic and relevant investigations. Through this activity, students gain valuable experience in communicating research findings, defending their methodologies and conclusions, and responding to questions and recommendations from evaluators. The activity also recognizes outstanding student research and encourages the development of analytical thinking, academic writing, and presentation skills.

The College's participation in this dissemination activity is demonstrated by the following student research presentations and awards:

May 15, 2026 – **Jeannie Rebuta and Paul Dominique Garmino**. Their study, "**Financial Position and Cash Flow Indicators' Relationship with the SGLG Awards: Evidence from LGUs in Region XII, Philippines,**" received the **First Best Paper Award** in the Social Research Category. This recognition highlights the relevance of their research in examining the relationship between local government financial indicators and the Seal of Good Local Governance (SGLG) awards. The achievement also demonstrates the capacity of student researchers to produce evidence-based studies relevant to public financial management and local governance.

May 31, 2024 – **Romel Talatala**. His study, "**Relationship Between Financial Literacy and Reliance on Informal Loans Among Residents in the Municipality of Antipas, Cotabato**," received the **Second Best Paper Award** in the Social Research Category. The study addresses an important socioeconomic concern by examining the relationship between financial literacy and residents' reliance on informal lending sources. Its recognition underscores the value of student research in generating insights that may inform financial education initiatives and community-based interventions.

These accomplishments demonstrate the College's commitment to developing student researchers and providing opportunities for them to communicate their findings to an academic audience. The awards further encourage students to pursue research excellence and strengthen the visibility and credibility of the College's research initiatives.





2. University In-House Research Review for Students

The University In-House Research Review for Students provides a broader platform for presenting and evaluating student research at the institutional level. It allows student researchers to showcase the quality, relevance, and potential contributions of their studies to a wider academic community. Participation in this activity also promotes academic collaboration, strengthens research communication skills, and encourages students to refine their studies in preparation for publication and presentation in external research forums.

On May 22, 2026, **Jeannie Rebuta and Paul Dominique Garmino** presented their research entitled "**Financial Position and Cash Flow Indicators' Relationship with the SGLG Awards: Evidence from LGUs in Region XII, Philippines**." The study received the **First Best Paper Award** in the Social Research Category during the University In-House Research Review for Students.

This achievement represents a significant accomplishment for the student researchers and the College, as their study received recognition at both the college and university levels. It demonstrates the potential of student-led research to contribute to discussions on public financial management, local government performance, and governance assessment. The recognition also reflects the value of mentoring, research supervision, and institutional support in helping students develop research outputs that meet academic standards.



The presentation and recognition at the university level enhance the visibility of the College's research accomplishments and encourage other students to engage in research activities that address relevant institutional, community, and national concerns.

3. University In-House Research Review for Faculty

The University In-House Research Review for Faculty serves as an institutional mechanism for disseminating faculty research, evaluating scholarly outputs, and promoting a culture of research productivity among academic personnel. Through this activity, faculty members present their research findings to fellow researchers, administrators, and evaluators, allowing their work to undergo academic scrutiny and benefit from constructive feedback. The review also provides opportunities to improve research manuscripts and identify potential directions for publication, collaboration, and further investigation.

On December 5, 2023, **Jay-R G. Vildac and Sandra Angela A. Bangcaya** presented their study entitled "**Financial Analysis of Income Generation Projects of Selected Higher Education Institutions in Mindanao.**" The study focuses on the financial performance of income-generating projects in selected higher education institutions in Mindanao, contributing to discussions on institutional financial management and resource generation. Its presentation at the University In-House Research Review for Faculty provided an avenue for sharing research findings and engaging in scholarly discussions relevant to higher education administration.



Faculty participation in institutional research reviews demonstrates the College's commitment to strengthening research productivity and ensuring that faculty-generated knowledge is communicated within the University. Such activities also support continuous improvement in research quality and encourage the development of scholarly outputs that may inform institutional decision-making and contribute to the wider academic community.

4. Research Conferences

Research conferences provide opportunities for faculty members and researchers to disseminate their findings beyond their home institutions. These venues facilitate the exchange of ideas, exposure to emerging research trends, networking with scholars, and engagement with diverse academic and professional audiences. Presenting research at conferences also allows researchers to obtain feedback from specialists, strengthen their scholarly communication skills, and establish connections that may lead to collaborative research and publication.

The College's participation in research conferences, including international and interdisciplinary events, demonstrates its commitment to expanding the reach of its research outputs and engaging with the broader scholarly community.

The following research presentations illustrate the College's participation in conference-based dissemination:

May 30, 2024 – **Allen Shane C. Garcia**. The study entitled "**The E-Readiness of Small and Medium Enterprises in SOCCSKSARGEN: An Explanatory Sequential Approach**" was presented at the **UIC International Forum in Davao City**. The research examines the readiness of small and medium enterprises to adopt or utilize electronic and digital technologies. Its presentation provided an opportunity to share research-based insights relevant to enterprise development and digital transformation in the SOCCSKSARGEN region. It also contributed to academic discussions on the role of technological readiness in improving business operations and competitiveness.

January 5–6, 2024 – **Jay-R G. Vildac**. The study entitled "**Predictors of Financial Well-Being of Sole-Proprietors in Food-Related Business in SOCCSKSARGEN, Philippines**" was presented at the **Society of Interdisciplinary Business Research (SIBR) conference in Seoul, South Korea**. The research focuses on factors associated with the financial well-being of sole proprietors operating food-related businesses in the region. Presenting this study in an international conference setting provided an opportunity to share region-specific research findings with a broader audience and engage with interdisciplinary perspectives on business management and financial well-being.

October 20–22, 2021 – **Jay-R G. Vildac**. The study entitled "**Measuring Happiness Among Educators at the Time of Pandemic**" was presented at the **Annual Conference on Transformative Education, conducted via Zoom**. The research explored the happiness and well-being of educators during the COVID-19 pandemic, a period characterized by substantial changes in teaching arrangements and professional responsibilities. Its presentation contributed to scholarly discussions on educator welfare and the broader implications of crisis conditions for the education sector. The use of a virtual conference platform also demonstrated how online academic forums can facilitate research dissemination and scholarly engagement across geographical boundaries.

These conference presentations demonstrate the range of research interests pursued by the College, covering financial management, entrepreneurship, digital readiness, and educator well-being. Participation in local and international conferences increases the visibility of the College's research outputs, provides opportunities for professional networking, and strengthens its engagement with the wider academic community. Furthermore, conference presentations can serve as an important step toward refining manuscripts for journal publication and translating research findings into practical recommendations for relevant stakeholders.



CTE

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College of Teacher Development
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ACTED INTERNATIONAL

ANNUAL CONFERENCE ON TRANSFORMATIVE EDUCATION 2021
Preparing for a Post-Pandemic World:
Trends and Trajectories in Transformative Education

BEST PAPER PRESENTER AWARD

is given to

Jay-R G. Vildac

for his/her research paper on::

"Measuring Happiness among Educators at the Time of Pandemic"

which was presented at the Annual Conference on Transformative Education 2021,
October 20-22, 2021, via Zoom Meeting.

CARL O. DELLOMOS, MHSS
Convenor
ACTED International 2021

CMA, LORELEA C. ARABIT-ZAPATOS, PhD
OIC
Center for Transformative Education

ZYRALLE OTIVIO-BEDURAL, PhD
Associate Dean
Faculty of Behavioral and Social Sciences

RUTH A. ALIDO, PhD
Dean
College of Teacher Development



UNIVERSITY of the IMMACULATE CONCEPTION

CERTIFICATE OF RECOGNITION

is hereby given to

Ms. Allen Shane L. Cabañog

for having presented a study titled

THE E-READINESS OF SMALL AND MEDIUM ENTERPRISES IN SOCCSKSARGEN: AN EXPLANATORY SEQUENTIAL APPROACH

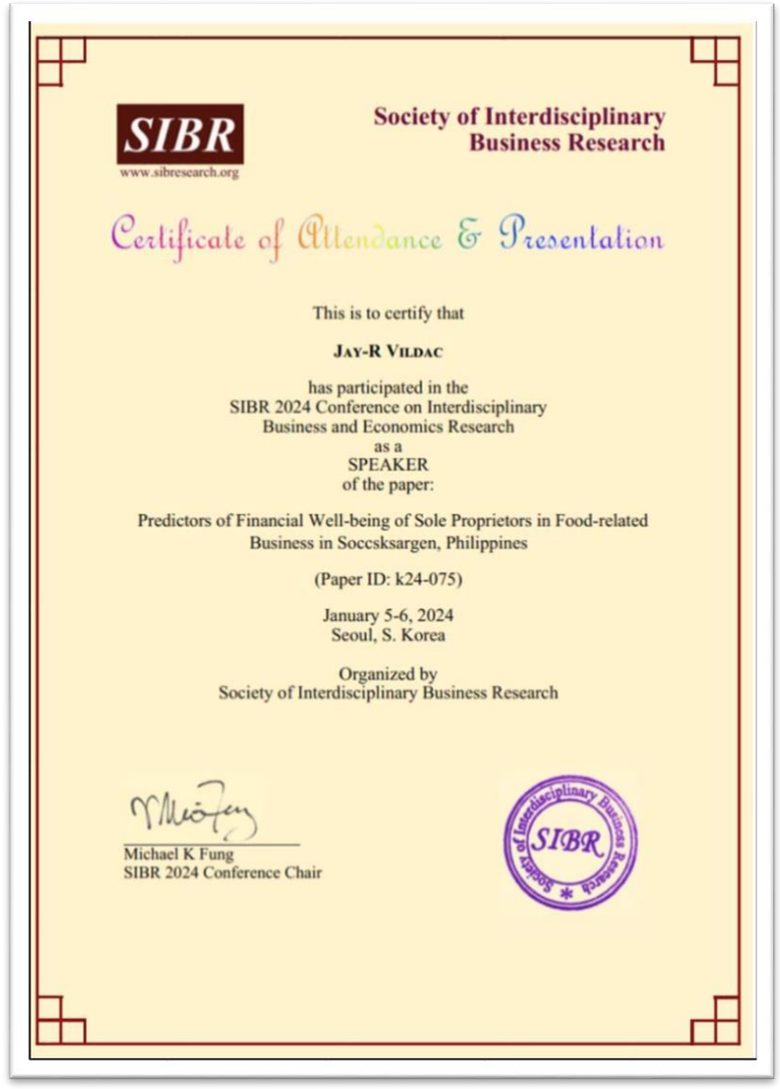
during the UIC International Research Forum 2024 at the Mini-Auditorium on
May 30, 2024, 8:00 AM - 5:00 PM

Dr. Avee Joy B. Dayaganon
VP Academics

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Dean, Graduate School

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Certificate of Attendance & Presentation

This is to certify that

JAY-R VILDAC

has participated in the
SIBR 2024 Conference on Interdisciplinary
Business and Economics Research
as a
SPEAKER
of the paper:

Predictors of Financial Well-being of Sole Proprietors in Food-related Business in Soccsksargen, Philippines

(Paper ID: k24-075)

January 5-6, 2024
Seoul, S. Korea

Organized by
Society of Interdisciplinary Business Research

Michael K Fung
SIBR 2024 Conference Chair

Society of Interdisciplinary Business Research
SIBR

iv. State all published researches related to the program

The faculty members of the Accountancy Department demonstrate their commitment to research, knowledge generation, and scholarly dissemination through the publication of research articles in various academic journals. Their published works cover relevant topics in financial well-being, happiness and quality of life among professionals, and the digital readiness of small and medium enterprises (SMEs). These studies contribute to the advancement of knowledge in accountancy, business, economics, education, and related fields.

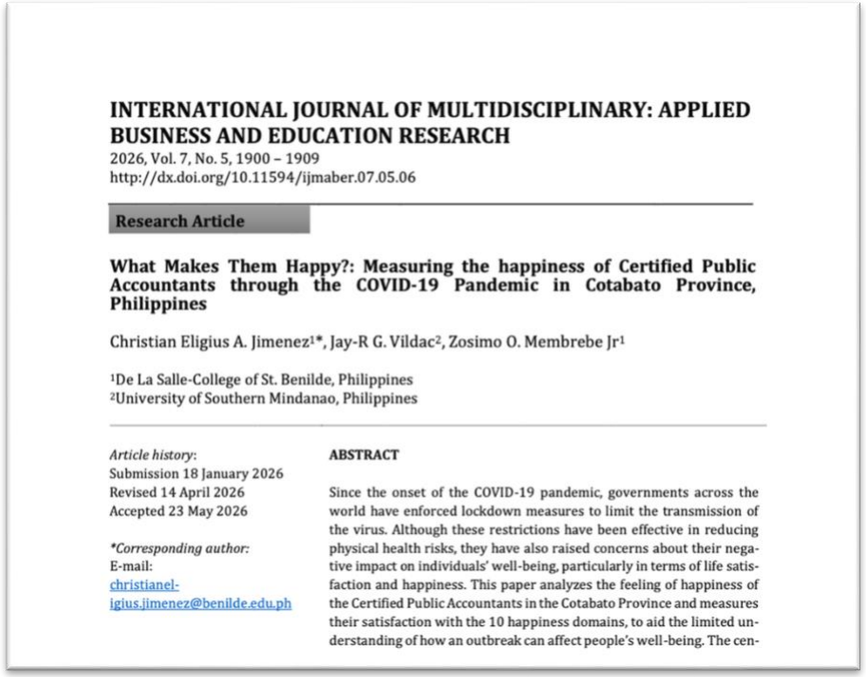
The department's research outputs reflect the faculty members' efforts to address contemporary issues affecting business owners, educators, Certified Public Accountants (CPAs), and enterprises. Notably, one of the publications is indexed in Scopus, demonstrating the department's engagement with internationally recognized scholarly research platforms. These publications also serve as evidence of the faculty's continuing contribution to the university's research mandate and its commitment to producing relevant, evidence-based knowledge for professional practice and societal development.

The following table presents the published research articles of the Accountancy Department faculty members.

Title of Research Article	Author(s)	Journal / Publication Details
Predictors of Financial Well-being of Sole Proprietors in Food-Related Business in SOCCSKSARGEN, Philippines	Jay-R G. Vildac	Review of Integrative Business and Economics Research — Scopus-indexed journal
What Makes Them Happy?: Happiness of Teachers in the National Capital Region during the COVID-19 Pandemic	Jay-R G. Vildac; Christian Eligius A. Jimenez	The Normal Lights, 2026, Volume 20, Issue No. 1

What Makes Them Happy?: Measuring the Happiness of Certified Public Accountants through the COVID-19 Pandemic in Cotabato Province, Philippines	Christian Eligius A. Jimenez; Jay-R G. Vildac; Zosimo O. Membrebe Jr.	International Journal of Multidisciplinary: Applied Business and Education Research, 2026, Volume 7, No. 5, pp. 1900–1909
The E-Readiness of Small & Medium Enterprises in SOCCSKSARGEN: An Explanatory Approach	Allen Shane L. Cabañog; Presentacion C. Acosta, PhD	International Journal of Education Research for Higher Learning

Through these scholarly contributions, the Accountancy Department continues to strengthen its research culture, promote faculty collaboration, and support the generation and dissemination of knowledge relevant to the needs of the business sector, the accounting profession, and the broader community.



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY: APPLIED BUSINESS AND EDUCATION RESEARCH
2026, Vol. 7, No. 5, 1900 – 1909
http://dx.doi.org/10.11594/ijmaber.07.05.06

Research Article

What Makes Them Happy?: Measuring the happiness of Certified Public Accountants through the COVID-19 Pandemic in Cotabato Province, Philippines

Christian Eligius A. Jimenez[1]*, Jay-R G. Vildac[2], Zosimo O. Membrebe Jr[1]

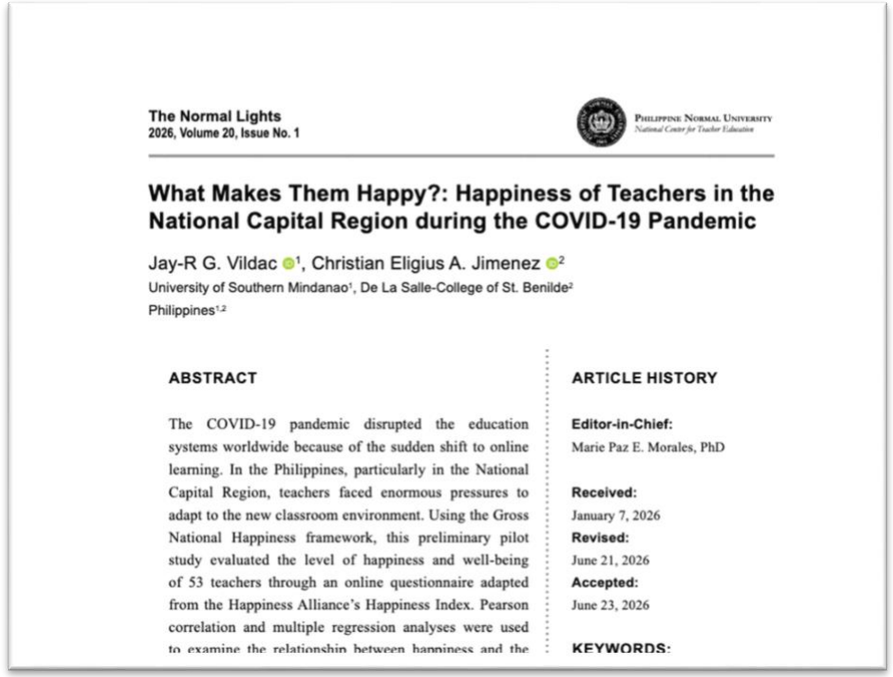
[1]De La Salle-College of St. Benilde, Philippines
[2]University of Southern Mindanao, Philippines

Article history:
Submission 18 January 2026
Revised 14 April 2026
Accepted 23 May 2026

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ABSTRACT

Since the onset of the COVID-19 pandemic, governments across the world have enforced lockdown measures to limit the transmission of the virus. Although these restrictions have been effective in reducing physical health risks, they have also raised concerns about their negative impact on individuals' well-being, particularly in terms of life satisfaction and happiness. This paper analyzes the feeling of happiness of the Certified Public Accountants in the Cotabato Province and measures their satisfaction with the 10 happiness domains, to aid the limited understanding of how an outbreak can affect people's well-being. The cen-



The Normal Lights
2026, Volume 20, Issue No. 1

Philippine Normal University
National Center for Teacher Education

What Makes Them Happy?: Happiness of Teachers in the National Capital Region during the COVID-19 Pandemic

Jay-R G. Vildac[1], Christian Eligius A. Jimenez[2]
University of Southern Mindanao[1], De La Salle-College of St. Benilde[2]
Philippines[1,2]

ABSTRACT

The COVID-19 pandemic disrupted the education systems worldwide because of the sudden shift to online learning. In the Philippines, particularly in the National Capital Region, teachers faced enormous pressures to adapt to the new classroom environment. Using the Gross National Happiness framework, this preliminary pilot study evaluated the level of happiness and well-being of 53 teachers through an online questionnaire adapted from the Happiness Alliance's Happiness Index. Pearson correlation and multiple regression analyses were used to examine the relationship between happiness and the

ARTICLE HISTORY

Editor-in-Chief:
Marie Paz E. Morales, PhD

Received:
January 7, 2026
Revised:
June 21, 2026
Accepted:
June 23, 2026

KEYWORDS:

Review of Integrative Business and Economics Research, Vol. 13, Issue 4 367

Predictors of Financial Well-being of Sole-proprietors in Food Related Business in SOCCSKSARGEN, Philippines

Jay-R G. Vildac
Ateneo de Davao University, Davao City, Philippines;
University of Southern Mindanao, Kabacan, Philippines

Review of Integrative Business & Economics *Research*

ABSTRACT

This study aimed to identify the determinants of financial well-being in the context of the sole proprietors in food-related businesses during the CoVid-19 pandemic. The study employed the descriptive and correlational modeling approach through a survey of 265 respondents from the provinces of South Cotabato, Cotabato, Sultan Kudarat and the city of General Santos (SOCCSKSARGEN), Region XII, Philippines. Quantitative analysis was applied using frequency distribution, percentages, means, stepwise multiple regression analysis and Hayes' Process Macro. The results of the study indicated that both financial literacy and financial inclusion had a significant direct influence on financial well-being. On the other hand, financial stress has an inverse significant influence on financial well-being. Furthermore, the results of the study revealed that the number of years in business significantly moderates the influence of financial literacy, financial inclusion, and financial stress to the financial well-being. Finally, the study finds that business size has a significant moderating effect to the influence of financial inclusion on financial well-being. The model is a great addition to the literature on assessing the well-being of people which embraces a more comprehensive approach that is beyond the traditional realms of economics.

Keywords: Financial literacy, financial inclusion, financial stress, financial well-being.

Received 19 October 2023 | Revised 8 February 2024 | Accepted 2 April 2024.

1. INTRODUCTION

Generally, well-being is a condition in which people recognizes their strengths, can handle life's typical stresses, works productively and fruitfully, and is able to give back to the community (World Health Organization, 2001). Huppert (2009) argued that aside from the development of one's abilities which enables individuals to function well, well-being is also about feeling good. It covers a wide range of factors that affect overall living standards (Hicks et al., 2013). However, according to Rahman et al. (2021), financial well-being is one of the key components of the holistic approach of well-being, wherein for people, societies, and nations alike, is a top priority.

Much research has been attempting to comprehend financial well-being because for a long time, global hardship has been continuously increasing, and evidence shows that dissatisfaction has been rising consistently for a decade. According to Clifton (2021), individuals have reached the new global high in negative subjective well-being at 33% from 24% in 2006. In the report of Helliwell et al. (2022), the Philippines ranked 60 in 146 countries in terms of subjective well-being and showed only 5.904 out of the 10-point index.

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ISSN: 2304-1013 (Online); 2304-1269 (CDROM); 2414-6722 (Print)

THE E-READINESS of Small & Medium Enterprises in SOCCSKSARGEN: An Explanatory APPROACH

Allen Shane L. Cabañog[1], Presentacion C. Acosta, PhD[2]

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ABSTRACT

Inadequate infrastructure and resources of small and medium enterprises (SMES) hindered the adoption and integration of new technology into their business operation. This study aimed to determine the level of e-readiness in SOCCSKSARGEN as well the comparison of the difference of e-readiness in SMEs according to their characteristics. The researcher employed an explanatory sequential design to provide a better understanding of the study. The survey covered 150 purposively chosen executives from merchandising and manufacturing industries across the region. Moreover, five participants were interviewed. The quantitative results were analyzed through inferential statistics while the qualitative information was analyzed thematically. The findings revealed that e-readiness is evident and among its indicators, the e-commerce readiness revealed a very high level whereas digital technology readiness and e-business readiness were high level. The e-readiness is comparable regardless of the location, nature of organization, forms of business, number of employees, organization size, annual average profit level and product offerings. The quantitative findings of the study were supported by the fundamental themes that arose from the qualitative data. The e-readiness identified themes from the participants which helped strengthen and explain the profoundness of the level of e-readiness and also the comparison of the variable. The participants' perception suggests that they hold the belief that SMEs are well prepared and equipped for the digital era. These research findings offer implications for research and business practice.

KEYWORDS: *Business Management, SMEs, e-readiness, digital technology readiness, e-commerce readiness, e-business readiness, explanatory sequential mixed methods, thematic analysis, SOCCSKSARGEN, Philippines.*

INTRODUCTION

ISSN: **PRINT** 1656-0604 | **ONLINE** 2244-6532 *Article 6* | 1

Faculty members exhibited high research productivity, with multiple collaborative and individual studies published primarily in the *International Journal of Research and Innovation in Social Science (IJRISS)*, as well as in other journals such as the *Journal of Economics, Innovative Management, and Entrepreneurship (JEIME)*, *International Journal of Agricultural Technology*, and *The Palawan Scientist*.

A notable research collaboration among faculty members including Haironesah A. Akmad, Jowhina M. Calabroso, Glenn M. Demillo, Irving T. Fajarito Jr., Esmaira G. Gunsayan, Ann Julie M. Febreo, Juart Joy P. Aparece, and Huven Jeanne F. Osmena resulted in the publication of the study titled *"Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement."* This study underscores the institution's initiative to strengthen entrepreneurial education across disciplines.

Several studies also focused on agribusiness education and awareness, such as research on senior high school students' perceptions of agribusiness programs and farmers' awareness of digital marketing practices in M'lang, Cotabato. These works provide valuable insights for curriculum development and extension services.

In the area of agricultural production and profitability, studies were conducted on swine production practices, cacao production prospects in Aleosan, Cotabato, and the profitability and efficiency of marang production in Southern Mindanao. These researches contribute to improving farm productivity and guiding local agricultural policies.

Moreover, faculty members explored organizational and community development themes, including assessments of strategic management practices and financial performance of cooperatives, as well as the socio-economic and environmental contributions of agribusiness extension activities in rural communities. These studies highlight the university's role in fostering sustainable rural development.

A significant publication by Dr. Romiel John P. Basan, titled *"Consumer Preference Analysis for Shrimp Characteristics Across Income Groups in Southcentral Mindanao, Philippines,"* published in *The Palawan Scientist*, further demonstrates the institution's engagement in market-oriented agricultural research.

NAME OF FACULTY	RESEARCH TITLE	YEAR PUBLISHED	JOURNAL	DOI
Haironesah A. Akmad	1. Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300133.
	2. Senior High School Students' Perception and Awareness on Agribusiness Degree Program	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300374.
	3. Farmers' Awareness towards Digital Marketing in M'lang, Cotabato	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300422.

Jowhina M. Calabroso	**1.** Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300133.
	2. Production Practices and Profitability Analysis of Swine Raisers in Mlang, Cotabato	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300369.
	3. An Assessment on Strategic Management Practices and Financial Performance of Selected Cooperatives in the 3rd District of Cotabato Province	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300375.
Glenn M. Demillo	1. Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300133.

	2. Development and Sensory Evaluation of Squash (Cucurbita Maxima) Kroepeks Enhanced with Different Levels of White Oyster Mushroom	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	10.47772/IJRISS.2026.10200390
	3. Cacao Production: Status and Prospects in Aleosan, Cotabato	2026	Journal of Economics, Innovative Management, and Entrepreneurship (JEIME) ISSN: 3029-0791	10.59652/w8nt6b24
Irving T. Fajarito, Jr.	1. Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.47772/IJRISS.2026.100300133.
	2. Senior High School Students' Perception and Awareness on Agribusiness Degree Program	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.47772/IJRISS.2026.100300374.

	3. Farmers' Awareness towards Digital Marketing in M'lang, Cotabato	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300422.
Esmaira G. Gunsayan	1. Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300133.
	2. Social, Economic and Environmental Contributions of Agribusiness Extension Activities on Rural Communities	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300323.
	3. Production Practices and Profitability Analysis of Swine Raisers in Mlang, Cotabato	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300369.
Ann Julie M. Febreo	1. Personal Entrepreneurial Competencies of Non-Business College Students of the University of	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300133.

	Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement			
	2. Senior High School Students' Perception and Awareness on Agribusiness Degree Program	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300374.
	3. Farmers' Awareness towards Digital Marketing in M'lang, Cotabato	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300422.
Juart Joy P. Aparece	1. Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300133.
Huven Jeanne F. Osmena	1. Personal Entrepreneurial Competencies of Non-Business College Students of the University of Southern Mindanao: Basis for Entrepreneurial Mind Module Enhancement	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300133.

	2. Production Practices and Profitability Analysis of Swine Raisers in Mlang, Cotabato	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300369.
	3. An Assessment on Strategic Management Practices and Financial Performance of Selected Cooperatives in the 3rd District of Cotabato Province	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300375.
Jeannie U. Duka	1. An Assessment on Strategic Management Practices and Financial Performance of Selected Cooperatives in the 3rd District of Cotabato Province	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.4772/IJRISS.2026.100300375.
Roy B. Gacus	Profitability, efficiency and productivity of Marang (Arocarpus odoratissimus) in Southern Mindanao	2026	International Journal of Agricultural Technology	DOI: https://doi.org/10.63369/ijat.2026.22.1.131-144

Norma U. Gomez	Profitability, efficiency and productivity of Marang (Arocarpus odoratissimus) in Southern Mindanao	2026	International Journal of Agricultural Technology	DOI: https://doi.org/10.63369/ijat.2026.22.1.131-144
Romiel John P. Basan	Consumer preference analysis for shrimp characteristics across income groups in Southcentral Mindanao, Philippines.	2026	The Palawan Scientist	https://doi.org/10.69721/TPS.J.2026.18.1.03

Student Publications

In addition to faculty achievements, students also actively contributed to research dissemination. Several student-authored and co-authored studies were published in peer-reviewed journals, reflecting the effectiveness of the university's research mentoring and instruction.

Student researchers such as Junicel V. Gilon contributed to the shrimp consumer preference study, while others like Cryzel Joy Blabagno, Marian Claire C. Madrangca, and Jeric D. Valenzuela published works on cacao production, product development and sensory evaluation, and agribusiness extension impacts, respectively. These publications indicate that students are not only engaged in academic research but are also producing outputs that address real-world agricultural and socio-economic issues.

NAME OF STUDENTS	RESEARCH TITLE	YEAR PUBLISHED	JOURNAL	DOI
Junicel V. Gilon	Consumer preference analysis for shrimp characteristics across income groups in Southcentral Mindanao, Philippines.	2026	The Palawan Scientist	https://doi.org/10.69721/TPS.J.2026.18.1.03
Cryzel Joy Blabagno	Cacao Production: Status and Prospects in Aleosan, Cotabato	2026	Journal of Economics, Innovative Management, and Entrepreneurship (JEIME) ISSN: 3029-0791	10.59652/w8nt6b24
Marian Claire C. Madrangca	Development and Sensory Evaluation of Squash (Cucurbita Maxima) Kroepeks Enhanced with Different Levels of White Oyster Mushroom	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	10.47772/IJRISS.2026.10200390
Jeric D. Valenzuela	Social, Economic and Environmental Contributions of Agribusiness Extension Activities on Rural Communities	2026	International Journal of Research and Innovation in Social Science; ISSN 2454-6186	https://doi.org/10.47772/IJRISS.2026.10300323.

v. Describe the administrative support in research-related undertakings

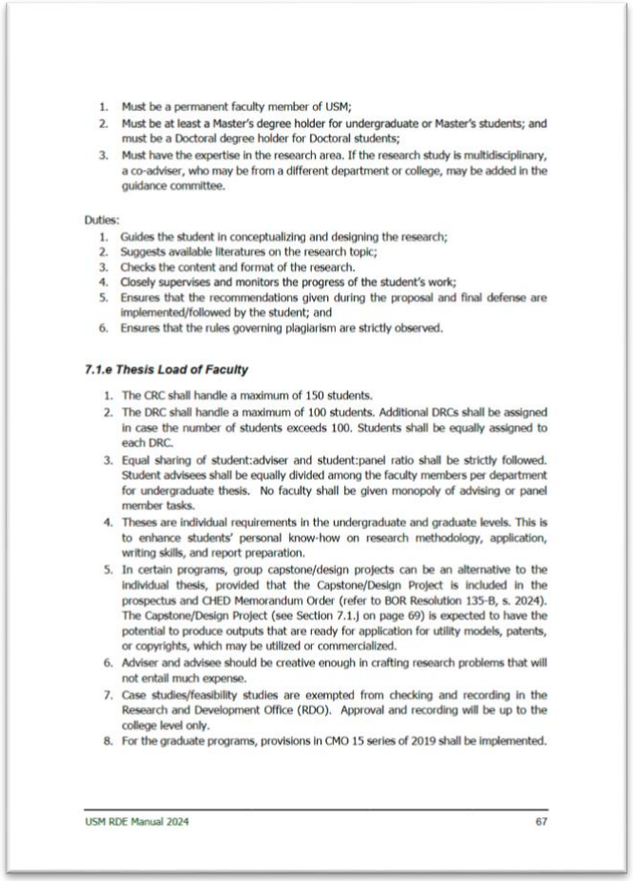
The University of Southern Mindanao (USM), through its approved Research, Development, and Extension (RDE) Manual 2024, provides policies and mechanisms that recognize faculty members' contributions to research and support their involvement in scholarly and scientific activities. These provisions include honoraria for thesis supervision and examination, equitable distribution of research-related assignments, and potential entitlement to benefits under the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology (S&T) Personnel, subject to applicable qualifications and requirements.

Thesis Advising and Examining Honoraria. The University recognizes the time, expertise, and professional responsibilities of faculty members who serve as thesis advisers, co-advisers, and members or chairs of thesis examining committees. The RDE Manual specifies honorarium rates for undergraduate and graduate thesis-related activities, covering outline preparation and manuscript completion. These honoraria serve as recognition of faculty members' contributions to guiding students, evaluating research outputs, and maintaining academic and scholarly standards. The manual also provides for honoraria for Department Research Coordinators under specified conditions.

Equitable Distribution of Research Responsibilities. The RDE Manual establishes guidelines on thesis workload and the distribution of advisees and panel assignments among faculty members. It requires equitable sharing of advising and examining responsibilities within departments and provides for additional Department Research Coordinators when student numbers exceed the prescribed handling capacity. These guidelines help ensure a fair distribution of faculty workload and prevent the concentration of advising and panel assignments among a limited number of faculty members.

Potential Entitlement to Magna Carta Benefits. USM recognizes the importance of providing appropriate support and benefits to qualified faculty researchers engaged in scientific and technological activities. Section 7.10 of the RDE Manual provides for the possible entitlement of eligible personnel to benefits under Republic Act No. 8439, or the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology Personnel, as amended

by Republic Act No. 11312. The entitlement is subject to the prescribed eligibility requirements, evaluation and certification procedures, and applicable funding and budgetary regulations. An Agency Screening Committee is to assist the agency head in evaluating applicants for certification of eligibility, while the grant of compensation-related benefits is governed by Joint Circular No. 1, series of 2013, and other applicable regulations.



1. Must be a permanent faculty member of USM;
2. Must be at least a Master's degree holder for undergraduate or Master's students; and must be a Doctoral degree holder for Doctoral students;
3. Must have the expertise in the research area. If the research study is multidisciplinary, a co-adviser, who may be from a different department or college, may be added in the guidance committee.

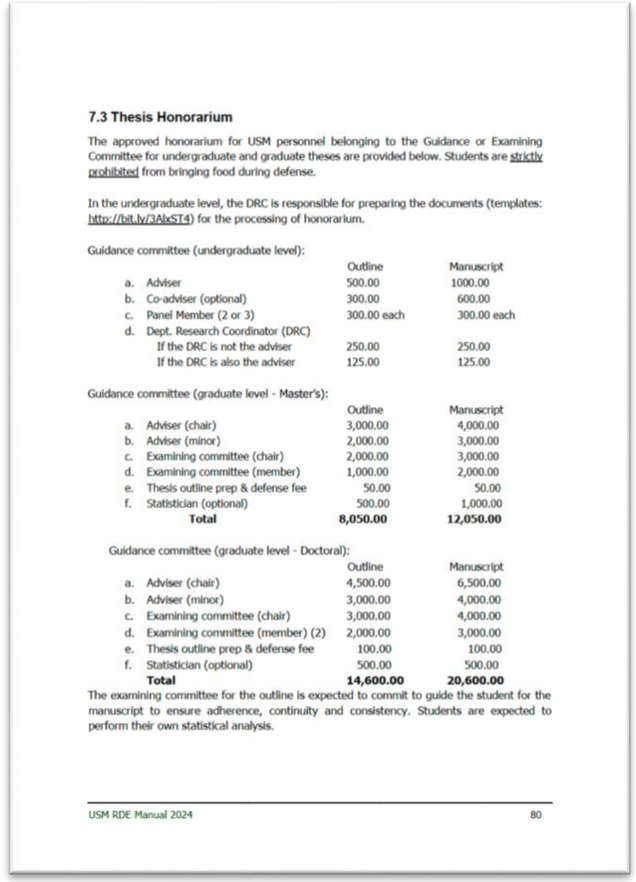
Duties:

1. Guides the student in conceptualizing and designing the research;
2. Suggests available literatures on the research topic;
3. Checks the content and format of the research.
4. Closely supervises and monitors the progress of the student's work;
5. Ensures that the recommendations given during the proposal and final defense are implemented/followed by the student; and
6. Ensures that the rules governing plagiarism are strictly observed.

7.1.e Thesis Load of Faculty

1. The CRC shall handle a maximum of 150 students.
2. The DRC shall handle a maximum of 100 students. Additional DRCs shall be assigned in case the number of students exceeds 100. Students shall be equally assigned to each DRC.
3. Equal sharing of student:adviser and student:panel ratio shall be strictly followed. Student advisees shall be equally divided among the faculty members per department for undergraduate thesis. No faculty shall be given monopoly of advising or panel member tasks.
4. Theses are individual requirements in the undergraduate and graduate levels. This is to enhance students' personal know-how on research methodology, application, writing skills, and report preparation.
5. In certain programs, group capstone/design projects can be an alternative to the individual thesis, provided that the Capstone/Design Project is included in the prospectus and CHED Memorandum Order (refer to BOR Resolution 135-B, s. 2024). The Capstone/Design Project (see Section 7.1.j on page 69) is expected to have the potential to produce outputs that are ready for application for utility models, patents, or copyrights, which may be utilized or commercialized.
6. Adviser and advisee should be creative enough in crafting research problems that will not entail much expense.
7. Case studies/feasibility studies are exempted from checking and recording in the Research and Development Office (RDO). Approval and recording will be up to the college level only.
8. For the graduate programs, provisions in CMO 15 series of 2019 shall be implemented.

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7.3 Thesis Honorarium

The approved honorarium for USM personnel belonging to the Guidance or Examining Committee for undergraduate and graduate theses are provided below. Students are strictly prohibited from bringing food during defense.

In the undergraduate level, the DRC is responsible for preparing the documents (templates: http://bit.ly/3AlxST4) for the processing of honorarium.

Guidance committee (undergraduate level):

	Outline	Manuscript
a. Adviser	500.00	1000.00
b. Co-adviser (optional)	300.00	600.00
c. Panel Member (2 or 3)	300.00 each	300.00 each
d. Dept. Research Coordinator (DRC)		
If the DRC is not the adviser	250.00	250.00
If the DRC is also the adviser	125.00	125.00

Guidance committee (graduate level - Master's):

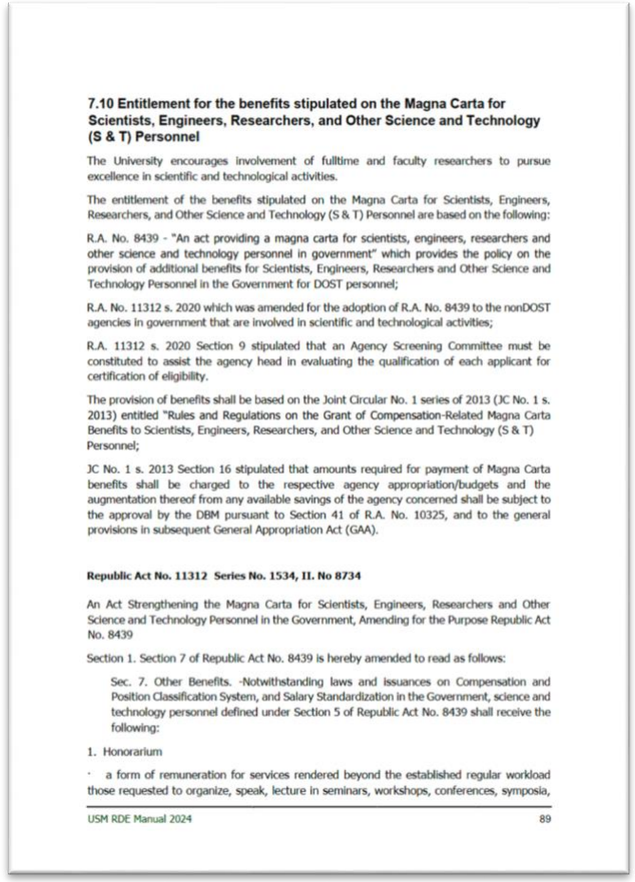
	Outline	Manuscript
a. Adviser (chair)	3,000.00	4,000.00
b. Adviser (minor)	2,000.00	3,000.00
c. Examining committee (chair)	2,000.00	3,000.00
d. Examining committee (member)	1,000.00	2,000.00
e. Thesis outline prep & defense fee	50.00	50.00
f. Statistician (optional)	500.00	1,000.00
Total	**8,050.00**	**12,050.00**

Guidance committee (graduate level - Doctoral):

	Outline	Manuscript
a. Adviser (chair)	4,500.00	6,500.00
b. Adviser (minor)	3,000.00	4,000.00
c. Examining committee (chair)	3,000.00	4,000.00
d. Examining committee (member) (2)	2,000.00	3,000.00
e. Thesis outline prep & defense fee	100.00	100.00
f. Statistician (optional)	500.00	500.00
Total	**14,600.00**	**20,600.00**

The examining committee for the outline is expected to commit to guide the student for the manuscript to ensure adherence, continuity and consistency. Students are expected to perform their own statistical analysis.

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7.10 Entitlement for the benefits stipulated on the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology (S & T) Personnel

The University encourages involvement of fulltime and faculty researchers to pursue excellence in scientific and technological activities.

The entitlement of the benefits stipulated on the Magna Carta for Scientists, Engineers, Researchers, and Other Science and Technology (S & T) Personnel are based on the following:

R.A. No. 8439 - "An act providing a magna carta for scientists, engineers, researchers and other science and technology personnel in government" which provides the policy on the provision of additional benefits for Scientists, Engineers, Researchers and Other Science and Technology Personnel in the Government for DOST personnel;

R.A. No. 11312 s. 2020 which was amended for the adoption of R.A. No. 8439 to the nonDOST agencies in government that are involved in scientific and technological activities;

R.A. 11312 s. 2020 Section 9 stipulated that an Agency Screening Committee must be constituted to assist the agency head in evaluating the qualification of each applicant for certification of eligibility.

The provision of benefits shall be based on the Joint Circular No. 1 series of 2013 (JC No. 1 s. 2013) entitled "Rules and Regulations on the Grant of Compensation-Related Magna Carta Benefits to Scientists, Engineers, Researchers, and Other Science and Technology (S & T) Personnel;

JC No. 1 s. 2013 Section 16 stipulated that amounts required for payment of Magna Carta benefits shall be charged to the respective agency appropriation/budgets and the augmentation thereof from any available savings of the agency concerned shall be subject to the approval by the DBM pursuant to Section 41 of R.A. No. 10325, and to the general provisions in subsequent General Appropriation Act (GAA).

Republic Act No. 11312 Series No. 1534, II. No 8734

An Act Strengthening the Magna Carta for Scientists, Engineers, Researchers and Other Science and Technology Personnel in the Government, Amending for the Purpose Republic Act No. 8439

Section 1. Section 7 of Republic Act No. 8439 is hereby amended to read as follows:

Sec. 7. Other Benefits. -Notwithstanding laws and issuances on Compensation and Position Classification System, and Salary Standardization in the Government, science and technology personnel defined under Section 5 of Republic Act No. 8439 shall receive the following:

1. Honorarium

· a form of remuneration for services rendered beyond the established regular workload those requested to organize, speak, lecture in seminars, workshops, conferences, symposia,

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The University of Southern Mindanao (USM) provides financial incentives and institutional support to encourage research productivity, promote scholarly excellence, and enhance the visibility and impact of its research outputs. Through policies approved by the University Board of Regents, USM recognizes the contributions of its faculty, staff, and bona fide students to knowledge generation, innovation, and the advancement of research.

Under Board Resolution No. 77, Series of 2025, the University approved the revised publication incentive scheme to encourage researchers to publish in reputable, peer-reviewed, and internationally recognized journals. To ensure proper implementation and accountability, the policy establishes eligibility requirements, limits applications to one author-applicant per paper, and sets specific application periods and submission deadlines. The Research Publication Services Office (RPSO) is responsible for implementing the policy, evaluating applications, issuing guidelines, and facilitating the timely disbursement of incentives.

In addition to publication incentives, Board Resolution No. 117, Series of 2024 establishes a policy granting subsidies for conference participation, conference presentation, and publication of research outputs from locally funded projects. This support is available to University faculty, staff, and bona fide students, enabling them to present their research findings in academic and professional conferences and disseminate their outputs through scholarly publications. The policy demonstrates USM's commitment to providing researchers with opportunities to engage with the wider academic community, share research results, and establish professional and institutional linkages.

Collectively, these incentive mechanisms reflect USM's commitment to fostering a productive and supportive research environment. By providing financial rewards for quality publications and subsidies for research dissemination, the University encourages researchers to pursue excellence, strengthen the quality and relevance of their outputs, increase international research visibility, and contribute to the University's research performance and reputation. These

initiatives also support USM's broader mandate to generate knowledge, promote innovation, and advance sustainable development through relevant and impactful research.



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
email address:

BOARD OF REGENTS

mobile: (09541399299

Resolution No. 77, Series of 2025

A RESOLUTION APPROVING THE PROPOSED REVISIONS IN GRANTING PUBLICATION INCENTIVES AT THE UNIVERSITY OF SOUTHERN MINDANAO

WHEREAS, the University of Southern Mindanao (USM) is committed to promoting research excellence, increasing international visibility, and enhancing scholarly productivity among its faculty, researchers, and students;

WHEREAS, the University currently provides publication incentives for papers published in Scopus/WoS-indexed journals and other legitimate peer-reviewed journals, including USM-managed journals, as provided under Board Resolution No. 004, Series of 2017;

WHEREAS, the current incentive structure does not distinguish between journals with varying impact factors, nor does it provide sufficient motivation to publish in USM-managed journals or to disseminate research from locally funded projects;

WHEREAS, the University Research, Development, and Extension Committee (URDEC) has endorsed a comprehensive proposal that includes revised incentive amounts, targeted support for USM-managed journals, and structured implementation timelines to optimize fund allocation and improve research outputs;

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 proposed revisions in granting publication incentives, with the following provisions:

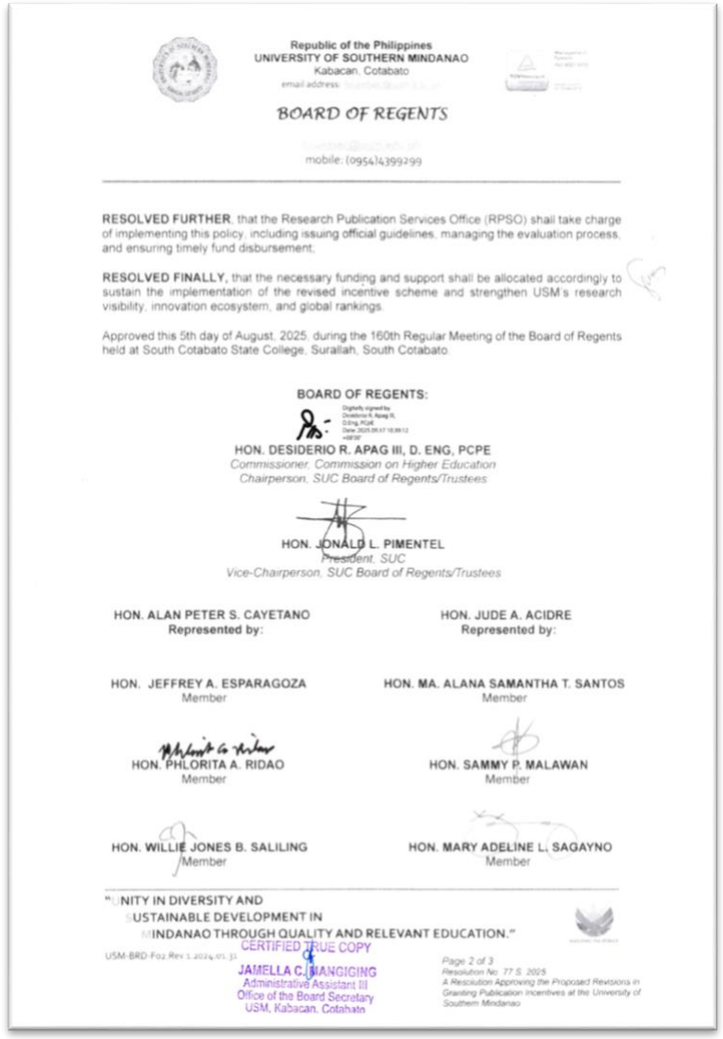
1. A publication incentive of **₱60,000 per paper** shall be granted to USM personnel for articles published in Q1-ranked Scopus/WoS-indexed journals.
2. Only one (1) author-applicant per paper shall be allowed, supported by a certification from co-authors.
3. The incentive for papers published in USM-managed journals shall be increased from ₱20,000 to ₱30,000 per paper.
4. For papers generated from locally funded research published in legitimate peer-reviewed journals (including USM-managed journals), the incentive shall be increased from ₱20,000 to ₱40,000 per paper.
5. Only articles based on research funded by USM within the past two (2) years shall be eligible.
6. Applications shall be accepted twice per year, in February and August, with awards to be released in March and September.
7. Publications must be applied for within one (1) year of their publication date.

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-BRD-Fo2 Rev 1 2024.01.31

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Resolution No. 77 S. 2025
A Resolution Approving the Proposed Revisions in Granting Publication Incentives at the University of Southern Mindanao



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
email address:

BOARD OF REGENTS

mobile: (09541399299

RESOLVED FURTHER, that the Research Publication Services Office (RPSO) shall take charge of implementing this policy, including issuing official guidelines, managing the evaluation process, and ensuring timely fund disbursement;

RESOLVED FINALLY, that the necessary funding and support shall be allocated accordingly to sustain the implementation of the revised incentive scheme and strengthen USM's research visibility, innovation ecosystem, and global rankings.

Approved this 5th day of August, 2025, during the 160th Regular Meeting of the Board of Regents held at South Cotabato State College, Surallah, South Cotabato.

BOARD OF REGENTS:

HON. DESIDERIO R. APAG III, D. ENG, PCPE
Commissioner, Commission on Higher Education
Chairperson, SUC Board of Regents/Trustees

HON. JONALD L. PIMENTEL
President, SUC
Vice-Chairperson, SUC Board of Regents/Trustees

HON. ALAN PETER S. CAYETANO
Represented by:

HON. JUDE A. ACIDRE
Represented by:

HON. JEFFREY A. ESPARAGOZA
Member

HON. MA. ALANA SAMANTHA T. SANTOS
Member

HON. PHLORITA A. RIDAO
Member

HON. SAMMY P. MALAWAN
Member

HON. WILLIE JONES B. SALILING
Member

HON. MARY ADELINE L. SAGAYNO
Member

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

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

USM-BRD-Fo2 Rev 1 2024.01.31

Page 2 of 3
Resolution No. 77 S. 2025
A Resolution Approving the Proposed Revisions in Granting Publication Incentives at the University of Southern Mindanao

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

BOARD OF REGENTS

AN EXCERPT FROM THE MINUTES OF THE RESUMPTION OF 156th REGULAR MEETING OF THE USM GOVERNING BOARD ON JULY 16, 2024, 4:00 PM AT THE CHED-HEDC BUILDING, DILIMAN, QUEZON CITY and VIA ZOOM TELECONFERENCE

Resolution No. 117
Series of 2024

POLICY FOR GRANT OF SUBSIDY FOR CONFERENCE PARTICIPATION AND PRESENTATION, AND PUBLICATION

Approving the proposed policy on grant of subsidy for conference participation, conference presentation, and publication for locally-funded researches, for University faculty, staff and bona-fide students (Annex A).

APPROVED

X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X-X

CERTIFIED TRUE AND CORRECT:

JENNIFER E. SINCO
Board Secretary V

ATTESTED BY:

RONALD L. ADAMAT, PhD PD
Chairperson, USM Board of Regents
Commissioner, CHED

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

USM-BRD-F02.Rev.1.2024.01.31

7/12/24, 9:58 AM URDEC Reso- 058 - **Attachment A** - Conference Subsidy v2.docx - Google Docs

Proposal

Proposed maximum subsidy for conference and publications for permanent personnel and bona-fide students of University of Southern Mindanao, *subject to availability of funds*:

Proposed subsidy...	...if locally funded research will be **presented** in a conference or **published** in a legitimate journal	... for conference **participation**, or for presentation/publication of **other research** **(i.e., *NOT* locally funded)**
Participation in a scholarly conference (venue outside the Philippines)	P50,000	P25,000 (faculty/staff)
Participation in a scholarly conference (venue inside the Philippines)	P25,000	P8,000 (students) P15,000 (faculty/staff)
Publication fees (requirement: Application for Intent to Publish)	P20,000	none

Effectivity

If approved, this proposal shall be carried out immediately upon approval by the Board of Regents. The proposed allocation is as follows:

	2024	**2025 (proposed)**
RDE Faculty Development Assistance Fund (for attendance to trainings, conferences, etc):	PhP 117,000	P400,000
Publication incentives	P866,232.78	P900,000
RDE allocation	9 million	11 million

Guidelines for Conference Participation:

1. **Definition**: Conferences are defined to be activities organized by academic or professional organizations which solicit calls for papers, and are opportunities for participants to discuss their research, development and extension (RDE) outputs. Trainings carried out by government or private agencies with specific learning objectives are **not** considered conferences.

https://docs.google.com/document/d/1uFes05tDePaFnNfYj_Gc_xuVDnTejMGQ/edit 2/3

MeWrite RIDE: A Proposal Mentoring and Workshop in Research, Innovation, Development, and Extension (RIDE) for Faculty

The MeWrite RIDE: A Proposal Mentoring and Workshop in Research, Innovation, Development, and Extension (RIDE) for Faculty, conducted on May 6–7, 2026, was organized to enhance the competencies of faculty members in developing quality research and extension proposals aligned with institutional priorities. The activity aimed to strengthen faculty capability in proposal writing by providing orientation on current research directions and funding priorities, improving technical writing and presentation skills, offering mentoring support, and facilitating constructive feedback for proposal refinement.

The two-day workshop was structured to maximize both learning and output generation. On the first day, participants attended orientation sessions and keynote presentations that provided guidance on institutional research thrusts, funding opportunities, and essential components of effective proposals. This was followed by initial proposal development, where faculty members began drafting their respective research and extension proposals. The second day focused on refining these proposals through mentoring sessions, followed by presentation and critiquing activities that allowed participants to receive feedback from experts and peers, further improving the quality of their outputs.

As a result of the workshop, participants were able to produce draft research and extension proposals, including corresponding work plans and budget estimates. These outputs were further refined during the mentoring and critiquing sessions, leading to improved proposal quality. More importantly, the workshop enhanced faculty skills in proposal writing, critical thinking, and presentation, while also fostering collaboration among participants.

The outcomes of the activity were evident in the improved capacity of faculty members to develop competitive proposals, increased collaboration among colleagues, and stronger alignment of research and extension initiatives with institutional goals. However, some challenges were encountered, including limited time for writing and refinement, varying levels of participant experience, and the need for sustained mentoring support beyond the workshop.

To address these concerns, several recommendations were proposed. These include conducting follow-up mentoring sessions to ensure the completion and submission of proposals, establishing a review committee to provide continuous feedback, developing structured proposal-writing modules, allocating dedicated time for proposal development, strengthening capability-building trainings, and improving monitoring and evaluation mechanisms for research outputs.

In conclusion, the MeWrite RIDE workshop successfully achieved its objectives by enhancing faculty competencies in proposal development and generating initial research and extension proposals aligned with institutional priorities. The activity serves as a significant step toward strengthening the university's research and extension agenda through capacity building and collaborative engagement.



1st CBDEM Research Summit – May 7, 2026

The College of Business, Development Economics and Management (CBDEM) successfully conducted its 1st Student Research Summit on May 7, 2026 at CBDEM-AVR, marking a significant milestone in the college's efforts to strengthen a culture of research, innovation, and academic excellence among its students. The event served as a platform for undergraduate and graduate students to present their research outputs, exchange ideas, and engage in scholarly discussions relevant to business, economics, and development.

The summit brought together students, faculty members, research advisers, and invited evaluators in a collaborative academic environment designed to showcase student-generated knowledge and promote evidence-based inquiry. Serving as panel of evaluators are: Karl P. Campos, PhD, DBM, DM-HRM , Shemiah Gail P. Placencia, MSc , Rowel P. Nitafan, DPA and Ivy Mae B. Cabornida, PhD.

Two participants per department presented a diverse range of research studies covering areas such as agribusiness, entrepreneurship, public policy, socio-economic development, and sustainable management practices.

One of the highlights of the summit was the oral and poster presentations, where student researchers demonstrated their ability to articulate research problems, apply appropriate methodologies, and present findings with clarity and confidence. These presentations were evaluated by a panel of faculty members and experts who provided constructive feedback to further enhance the quality and relevance of the students' work.

The event also emphasized the importance of research utilization and impact, encouraging students to align their studies with real-world issues and development priorities, particularly in the context of regional and national growth. Through this, the summit reinforced the role of students as emerging researchers and future contributors to policy-making and industry development.

In addition to the presentations, the summit fostered academic engagement and mentorship, as faculty members guided students in refining their research outputs and encouraged them to pursue publication and participation in future conferences. The activity also promoted collaboration among students across different programs within CBDEM. The winners of the summit served as representatives in the University Student-In House.

The successful implementation of the 1st Student Research Summit reflects the college's commitment to institutionalizing research as a core component of student development. It also highlights the growing capability of CBDEM students to produce quality research aligned with academic and industry standards.





vi. Name all research results disseminated/presented in for a conferences, symposia, etc.

The University of Southern Mindanao (USM) continues to promote the dissemination of research outputs through participation in international and national conferences, symposia, and other scholarly forums. These platforms provide faculty researchers with opportunities to present their research findings, exchange knowledge with fellow researchers and experts, receive feedback, and establish professional networks that contribute to the advancement of research and innovation.

Among the notable research dissemination activities are the participation of Jalaloden B. Marohom in the International Halal Science and Technology Conference 2025 (IHSATEC): 18th Halal Science Industry and Business (HASIB), held at the Halal Science Center, Chulalongkorn University, on December 18–19, 2025. During the conference, Marohom presented the research titled "Positioning Strategies and Consumer Behavior toward Processed Halal Chevon Products: A Structural Equation Modeling Approach," which explores positioning strategies and consumer behavior in the market for processed halal goat meat products.

Similarly, Analyn A. Gonzales and Mitzi Aileen M. Alba participated in the 5th International Conference on Cooperative (ICOOP 2025), organized by the University of the Philippines Los Baños through Zoom on November 20–21, 2025. Their participation provided opportunities to engage in scholarly discussions and share knowledge on cooperative development and related research areas.

Other faculty members also contributed to research dissemination through participation in various academic forums. Allen Shane C. Garcia participated in the UIC International Forum at the University of Immaculate Concepcion in Davao City on May 30, 2024. Meanwhile, Jay-R G. Vildac participated in the Society of Interdisciplinary Business Research (SIBR) Conference in Seoul, South Korea, on January 4–6, 2024, and the Annual Conference on Transformative Education organized by the Philippine Normal University through Zoom on October 20–22, 2021.

These activities demonstrate the University's continuing commitment to fostering a research-oriented academic environment and encouraging faculty members to disseminate their scholarly work beyond the institution. Through participation in national and international conferences, USM researchers contribute to knowledge generation, strengthen academic collaboration, and enhance the visibility and relevance of the University's research initiatives. Such engagements also support the University's mandate to advance research excellence and generate knowledge that responds to the needs of communities, industries, and society.

Faculty	**Conference Title**	**Place**	**Date**
Jalaloden B. Marohom	The International Halal Science and Technology Conference 2025 (IHSATEC): 18th Halal Science Industry and Business (HASIB)	Halal Science Center, Chulalongkom University (HSCCU)	December 18-19, 2025
Jalaloden B. Marohom	Positioning Strategies and Consumer Behavior toward Processed Halal Chevon Products: A Structural Equation Modeling Approach	Halal Science Center, Chulalongkom University (HSCCU)	December 18-19, 2025
Analyn A. Gonzales	5th International Conference on Cooperative (ICOOP 2025)	UP Los Banos via Zoom events	Nov 20 - 21, 2025
Mitzi Aileen M. Alba	5th International Conference on Cooperative (ICOOP 2025)	UP Los Banos via Zoom events	Nov 20 - 21, 2025
Allen Shane C. Garcia	UIC International Forum	University of Immaculate Concepcion, Davao City	May 30, 2024

Jay-R G. Vildac	Society of Interdisciplinary Business Research (SIBR) conference	Seoul, South Korea.	January 4-6, 2024
Jay-R G. Vildac	Annual Conference on Transformative Education	Philippine Normal university via Zoom	October 20–22, 2021

1. Outputs for Parameter D

- **Established peer-reviewed research journal of CBDEM.** The Journal of Business, Economics, and Governance Studies (JBEGS) serves as the official research journal of the College of Business, Development Economics, and Management of USM. It provides an academic platform for publishing original research, scholarly analyses, and evidence-based studies in business, economics, management, and governance. Through the journal, the college supports the dissemination of research findings and contributes to the advancement of knowledge and professional practice.
- **Open-access scholarly publication.** JBEGS provides free online access to its published articles and does not charge article processing fees, according to the submitted document. This approach helps reduce financial barriers to scholarly publication and allows researchers, students, practitioners, and other interested readers to access research findings. Its open-access arrangement also creates opportunities for research outputs to reach audiences beyond the university.
- **Peer-review and publication ethics mechanisms.** JBEGS follows a double-blind peer-review process and observes publication ethics and originality requirements. These procedures help assess the scholarly quality, relevance, and originality of manuscripts before publication. Such mechanisms contribute to the credibility of the journal and encourage researchers to maintain appropriate academic and publication standards.

- **Institutional policy on research paper presentations.** USM, through URDEC, implements Paper Presentation Policy and Guidelines to encourage faculty members and researchers to present their findings at national and international conferences. The policy establishes procedures for requesting financial assistance, evaluating submissions, and ensuring that research papers meet originality requirements. It provides an institutional mechanism for supporting research dissemination through scholarly forums.
- **Guidelines for financial assistance to conference presenters.** Researchers seeking university financial assistance must submit a formal request, the research abstract, and evidence of acceptance or invitation from a legitimate and reputable scientific conference. Applications are submitted at least two months before the scheduled presentation to allow evaluation and endorsement. These requirements provide a documented process for considering conference participation requests.
- **Research integrity requirements for paper presentation.** Research papers submitted for presentation must be outputs of completed research and must be accepted by a legitimate and reputable scientific conference. The Research and Development Office conducts plagiarism checking as part of the evaluation process. These requirements help ensure that university-supported presentations are based on completed research and comply with academic integrity standards.
- **College and university in-house research reviews**. USM promotes the presentation of research findings through college-based and university-level in-house research activities. These venues allow researchers and students to share completed studies, receive constructive feedback, and engage in scholarly discussions. They also provide opportunities for evaluating research quality and identifying studies that may be further developed for publication or external presentation.
- **Student research presentations and competitions.** The submitted document describes student research presentation activities that provide opportunities for students to demonstrate their research competencies. These include college-level activities and broader university platforms where students present their

findings to faculty members, research advisers, and evaluators. Such activities strengthen students' confidence in research communication and expose them to scholarly evaluation.

- **The 1st Student Research Summit of CBDEM.** The summit provided a platform for undergraduate and graduate students to present research outputs related to business, economics, development, and management. Oral and poster presentations enabled students to communicate research problems, methodologies, and findings to evaluators and fellow researchers. The activity also encouraged research utilization, collaboration, and further development of student manuscripts.
- **Participation in external research conferences.** Faculty members from the Accountancy Department have presented research in local and international scholarly forums. The documented examples include the presentation of Predictors of Financial Well-Being of Sole-Proprietors in Food-Related Business in SOCCSKSARGEN, Philippines at the Society of Interdisciplinary Business Research conference in Seoul, South Korea, on January 5–6, 2024, and Measuring Happiness Among Educators at the Time of Pandemic at the Annual Conference on Transformative Education on October 20–22, 2021, conducted through Zoom. These presentations demonstrate the use of external conferences to communicate research findings to wider audiences.
- **Publication of faculty research articles.** The document identifies published studies by Accountancy Department faculty members covering financial well-being, educators' happiness, and the digital readiness of small and medium enterprises. These outputs demonstrate faculty participation in scholarly dissemination and contribute to the body of knowledge in business, accountancy, education, and related fields.
- **Publication in a Scopus-indexed journal.** The study Predictors of Financial Well-being of Sole Proprietors in Food-Related Business in SOCCSKSARGEN, Philippines, authored by Jay-R G. Vildac, is identified in the document as published in the Review of Integrative Business and Economics Research, a Scopus-indexed journal. This provides evidence of faculty research dissemination through an internationally recognized indexing platform.

- **Research publication addressing educator well-being.** The document also identifies the article What Makes Them Happy?: Happiness of Teachers in the National Capital Region during the COVID-19 Pandemic, authored by Jay-R G. Vildac and Christian Eligius A. Jimenez, and published in The Normal Lights in 2026, Volume 20, Issue No. 1. This illustrates the dissemination of research addressing education, professional well-being, and the effects of crisis conditions on educators.
- **Capability-building activities for research writing and publication.** The university and its academic units conduct training activities to improve faculty competencies in proposal development, research methods, statistical analysis, academic writing, and publication. Documented examples include From Manuscript to Published Paper on September 15, 2026; the MeWrite RIDE: A Proposal Mentoring and Writeshop in Research, Innovation, Development and Extension (RIDE) for Faculty on May 6–7, 2026; and a College-Based Seminar on Research Publication on May 10, 2024.
- **Training in statistics and data analysis.** Research capability-building activities also include Faculty Retooling on Basic Statistics, Data Management, and Analysis on September 15, 2023, and Statistical Analysis Training for Faculty on February 24, 2023. These activities help faculty members strengthen their ability to analyze data, interpret findings, and prepare research manuscripts that meet appropriate methodological and scholarly standards.
- **Exchange of research publications through library services.** The university's research dissemination efforts include the exchange of publications through library-related channels. Publication exchange supports the sharing of scholarly materials and helps expand access to research outputs produced by other institutions. It also provides opportunities for faculty members, students, and researchers to consult a broader range of scholarly resources and engage with developments in their respective fields.
- **Commercialization and utilization of protected research outputs.** The document also describes the university's intellectual property and technology transfer initiatives, including trademark licensing arrangements with local businesses. Such arrangements demonstrate how research and innovation-related outputs

can be disseminated and utilized through formal agreements with external partners, extending the reach of university-generated knowledge and intellectual property beyond academic publication.

- **Research outputs intended for practical and policy applications.** Across its publication and presentation activities, USM encourages studies that address business performance, financial management, entrepreneurship, governance, education, and socioeconomic development. The dissemination of these findings provides opportunities for stakeholders to use research-based evidence in professional practice, institutional improvement, and development planning.

2. Best Practices of the University

- **Maintaining an institutional scholarly publication platform.** The establishment of JBEGS provides CBDEM with a dedicated venue for disseminating research in its academic disciplines. An institutional journal helps build a recognizable publication platform, encourages faculty and student scholarship, and creates opportunities to communicate research findings to academic and professional audiences.
- **Promoting open access to research.** JBEGS's free online access and absence of article processing fees are notable practices for making research more accessible. Open-access publication can reduce financial barriers for readers and authors and increase opportunities for research findings to be shared, consulted, and used by other researchers and practitioners.
- **Applying peer review and publication ethics.** The journal's double-blind peer-review process and originality requirements provide mechanisms for assessing scholarly quality and protecting publication integrity. This practice helps promote critical evaluation, responsible scholarship, and the credibility of published research.

- **Providing institutional support for conference participation.** USM's Paper Presentation Policy and Guidelines provide a structured mechanism for supporting faculty members who wish to present research at conferences. Requiring formal applications, evidence of conference acceptance, and advance submission enables the university to evaluate requests systematically and allocate support in accordance with institutional procedures.
- **Combining research dissemination with academic integrity safeguards.** The requirement for plagiarism checking before paper presentation demonstrates that research dissemination is accompanied by quality assurance. This practice reinforces the expectation that university-supported presentations should reflect original, completed research and comply with ethical standards.
- **Using in-house research reviews as preparatory platforms.** College and university in-house research activities allow researchers and students to present their findings in an academic setting before seeking publication or participating in external conferences. Feedback from evaluators can help identify methodological weaknesses, clarify conclusions, and improve the overall quality of research manuscripts.
- **Encouraging student participation in research dissemination.** The Student Research Summit and related presentation activities create opportunities for students to communicate their findings, respond to questions, and learn from scholarly evaluation. This practice develops research communication skills, confidence, and academic engagement while strengthening the integration of research into student development.
- **Promoting oral and poster presentations.** The use of different presentation formats allows students to communicate their work through both formal oral reporting and visual presentation. These formats help develop the ability to explain research problems, methods, results, and implications clearly to different audiences.

- **Encouraging participation in external and international conferences.** Faculty participation in conferences beyond the university provides opportunities to engage with researchers from other institutions, receive feedback, and share findings with wider scholarly communities. International conference participation, as documented in the Accountancy Department, also creates opportunities for cross-institutional networking and exposure to interdisciplinary perspectives.
- **Supporting publication in recognized scholarly journals.** The documented publication in a Scopus-indexed journal demonstrates engagement with an internationally recognized scholarly publication platform. Encouraging faculty members to publish in reputable journals can improve research visibility and strengthen the academic profile of the university and its academic programs.
- **Building faculty competencies in research writing and publication.** The conduct of proposal mentoring, manuscript-writing workshops, publication seminars, and research-methods training is a good practice because it addresses the competencies needed to convert completed studies into publishable manuscripts. These activities help faculty members improve their writing, data analysis, and understanding of scholarly publication requirements.
- **Integrating research methods training with publication preparation.** Training in statistics, data management, and analysis complements manuscript development by helping researchers produce more defensible findings. This integrated approach recognizes that publication quality depends not only on writing skills but also on sound research design, appropriate analysis, and accurate interpretation.
- **Promoting library-based exchange of scholarly publications.** Publication exchange through library services supports academic cooperation and access to scholarly knowledge. It complements online journal access by facilitating the circulation of research materials and providing additional opportunities for researchers and students to consult relevant literature.

- **Connecting dissemination with research utilization.** USM's dissemination activities provide opportunities for research findings to reach faculty members, students, practitioners, policymakers, and other stakeholders. When findings are presented and published, they become more accessible for scholarly discussion and possible application in education, business, governance, and community development.
- **Supporting the translation of research outputs into practical applications.** The university's intellectual property and technology transfer mechanisms complement traditional publication and conference presentations. Through licensing, partnerships, and commercialization arrangements, research-related outputs can reach businesses and other intended beneficiaries who may apply them in practical settings.
- **Strengthening academic visibility through multiple dissemination channels.** The combination of institutional journals, external publications, conference presentations, in-house reviews, student research summits, and library publication exchange demonstrates a multifaceted approach to dissemination. This is a good practice because it provides researchers with different avenues for sharing findings rather than depending on a single platform.
- **Creating a pathway from student research to wider dissemination.** Faculty guidance, research presentation activities, and publication capability-building can help students and faculty identify promising studies for further development. This approach can support the progression from completed academic research to conference presentation, manuscript preparation, and eventual publication.
- **Encouraging collaboration and professional networking.** Conferences, research presentations, publication exchange, and institutional journals provide opportunities for researchers to connect with colleagues and institutions. These interactions can support knowledge exchange, collaborative research, and the identification of shared research interests.

- **Promoting the relevance of published and presented research.** The documented research topics address issues such as financial well-being, business practices, digital readiness, and educator welfare. Their dissemination demonstrates the value of communicating findings that respond to identifiable professional and socioeconomic concerns, thereby connecting scholarly work with the needs of practitioners and communities.
- **Linking dissemination to the university's broader research agenda.** USM's publication and presentation activities complement its institutional priorities by providing channels for communicating research related to entrepreneurship, management, education, technology, and socioeconomic development. This alignment helps reinforce the relevance of scholarly outputs and their contribution to the university's research mission.

Overall Synthesis of the Four Parameters

An integrated institutional research framework. The four parameters collectively demonstrate that USM's research system encompasses strategic planning, resource provision, implementation and quality assurance, and dissemination and utilization. The institutional RDE Agenda establishes research priorities; funding, facilities, and personnel provide implementation support; monitoring and evaluation mechanisms help assess progress and integrity; and publication, presentations, extension, and technology transfer provide avenues for communicating and applying results.

Alignment of research with institutional and societal needs. The university's institutional and program-specific research agendas help ensure that research activities are connected to academic priorities, professional practice, government development frameworks, and community concerns. This approach provides a basis for producing studies that are relevant to both scholarly advancement and practical problem-solving.

Resource mobilization and institutional capacity development. Local funds, GAA appropriations, external grants, research facilities, specialized personnel, and institutional partnerships provide complementary support for the implementation of research. The documented initiatives also show how external funding can strengthen research centers, technical services, and innovation-related capabilities.

Emphasis on accountability, quality, and ethical research conduct. Approved policies, research supervision procedures, ethics review mechanisms, plagiarism checking, standardized forms, and regular research reviews establish important safeguards throughout the research cycle. These mechanisms support consistency, responsible scholarship, and the production of credible research outputs.

Translation of research into practical benefits. The KABALANSE initiative, commercialization and licensing arrangements, research-related services, and development of SERDAC illustrate different ways research can extend beyond academic requirements. These examples demonstrate how research findings, expertise, and innovations can inform extension activities, support enterprises, provide technical services, and contribute to institutional sustainability.

Multiple avenues for research dissemination. JBEGS, scholarly publications, local and international conference presentations, in-house research reviews, student research summits, and library publication exchange provide complementary channels for sharing knowledge. These activities help make research outputs more accessible, encourage scholarly interaction, and create opportunities for further collaboration and application.

A developing culture of continuous improvement. The university's research training, monitoring, evaluation, manuscript review, and publication support activities provide a foundation for strengthening research quality over time. Sustained implementation of these mechanisms can further improve the completion of projects, quality of outputs, dissemination reach, and practical utilization of findings.

Contribution to the university's academic and public-service mission. Taken together, the documented policies, programs, resources, and activities demonstrate USM's commitment to research as a means of generating knowledge, developing professional competencies, supporting innovation, and addressing community needs. The continued integration of research planning, implementation, evaluation, dissemination, and utilization can further strengthen the university's role in regional, national, and international research and development.