AB - PHILOSOPHY
LEVEL 1
OCTOBER 26-29, 2026

AREA I
VISION, MISSION, GOALS & OBJECTIVES

S.1. The Institution has a system of determining the Vision and Mission



PARAMETER A: STATEMENT OF VISION, MISSION, GOALS AND OBJECTIVES

SYSTEM – INPUTS AND PROCESSES

S.1. The institution has a system of determining the Vision and Mission.

Foreword

Since its establishment as the Mindanao Institute of Technology in 1954, the University of Southern Mindanao (USM) has religiously assumed its role as an exponent of quality and relevant education in Southern Philippines and in particular, has been pursuing its mandate to help accelerate the development of its service area and fulfill the vision of then President Ramon Magsaysay to realize Mindanao Island's potential as the *"Land of Promise"*.

Recent development, however, have caused the University's management to pause and reflect on its overall strategic direction. First is the implementation of normative financing which is projected to reduce the subsidy from the National Government which would force the country's State Universities and Colleges (SUCs) to generate their own funds for maintenance and other operating expenses and for capital outlay in an environment of increasing costs. This will require SUCs to consider financial viability as one of their major concerns and eventually operate more and more like private corporations. Second is the increasing need to provide relevant educational programs which provide manpower not only for the domestic but also for the international market as well. Third is the greater demand for better information management capabilities and decision-making support systems in order to cope with the rapid advances in information and communications technology and all its implications. Lastly, and in response to the poverty alleviation programs of the government, SUCs are being challenged to produce graduates who are better able to adapt to the demands of the job market and better still, who are resourceful enough to create jobs for themselves. The world is becoming more complicated for SUCs in the Philippines thereby requiring new educational management systems in order for them to develop and prosper.

This Institutional Development Plan (IDP) covering the school years 2005-06 to 2014-15 is USM's response to the developments just mentioned. It includes the revised vision and mission statements, as well as goals, strategies and action plans designed to realize the plan. The drafting of the IDP took nearly two years which consisted of consultations with USM constituencies (i.e. students employees, alumni and others) as well as with its top management (i.e. Administrative Council), knowledgeable personalities (i.e. noted educators Dr. Fortunato A. Battad and Dr. Ricardo T. Gloria), and a forum of top officials of higher education institutions in the country where the Vice-President for Administration and Finance, Dr. Palasig U. Ampang presented this plan.

Using the 5-Year Development Plan for the University of Southern Mindanao (2001-2005) drafted during the incumbency of Dr. Eduardo B. Tambak as Director of the Planning and Development Office (PDO) as a basis, a modified plan was prepared upon instruction by President Virgilio G. Oliva when Prof. Herminigildo M. Gutierrez assumed the same office in place of Dr. Tambak who was designated Dean of the Institute of Development Economics and Management. A major input to the modified plan was a seminar-workshop organized by the PDO and Dr. Nicolas R. Bautista, the Director for Instruction, conducted at USM on February 18-20, 2003 entitled *"USM-SPEED (Strategic Planning to Enhance Educational Development) Institutional Planning Seminar-Workshop"*. The activity was participated in by middle (i.e. College Secretaries and Department Heads) and top-level management personnel (i.e. Vice-Presidents, Deans and Directors) of the University.

The modified plan however, needed approval of the Board of Regents (BOR). For this reason, Dr. Ampang, in consultation with Dr. Oliva, spearheaded a series of activities which culminated in the drafting of the final version of the plan and its subsequent approval by the BOR. The series of activities spearheaded by the Vice-President for Administration and Finance were:

a. Prepared the groundwork and facilitated the conduct of a Seminar-Workshop on Strategic Planning held on November 16-18, 2004, at Kisulad, Sta. Maria, Davao del Sur, which was participated in by key officials of the University in cooperation with the Office of Planning and Development;

b. Worked closely with the Office of Planning and Development in the preparation of the first draft of the Plan after the seminar-workshop;

c Presented the first draft of the Plan for critiquing to members of the Academic Council and representatives from the Student Body Organization on two occasions in 2005;

d. Presented the Plan before a forum of key Officials of the Commission on Higher Education and De La Salle University at the Orchids Garden Hotel, Manila on September 3, 2005;

e. Defended the Plan on two occasions before the BOR with its final approval after the second presentation; and

f. Facilitated the printing of the final draft of the Plan.

This final draft, approved by the USM Board of Regents on October 22, 2005 on the strength of Resolution No. 3505, is therefore a manifestation of the collective desire of USM constituencies and interested sectors to chart an improved course for the University which will better enable it to maintain a status as one of the top institutions of higher learning not only in Mindanao but in the whole country as well in accordance with its vision of

"Quality and relevant education for its clientele to be globally competitive culture-sensitive and morally-responsive human resource for sustainable development.

And with its core values of

G-God-Centered, R-Responsive, E-Excellent, A and T – Assertive for Truth

or

G R E A T U S M

Finally, I would like to congratulate everyone involved in the drafting of this Plan, in particular the University's Vice-Presidents for providing vital material and moral support for this endeavour, the members of the Academic Council for their generous and invaluable inputs, and other individuals whose names are too many to be mentioned here but whose contributions led to the formation of the plan and its final configuration.

VIRGILIO G. OLIVA
President

THE USM INSTITUTIONAL DEVELOPMENT PLAN
FOR SY 2005-06 TO 2014-16

A. Vision and Mission

The late Hadja Bai Fatima Matabay Plang, the founder of the Mindanao Institute of Technology (MIT), envisioned:

An institute in the heartland of Mindanao which would meet the demand for technical know-how in the fields of science, agriculture and industry in the region.

The proposed vision of USM is stated as follows:

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

To fulfill this vision, the following mission is being proposed:

Accelerate the socio-economic development, promote harmony among diverse communities, and improve the quality of life through instruction, research, extension and production in Southern Philippines.

B. Declaration of General Objectives

The Code of the University of Southern Mindanao states the following general objectives of the university which will also be followed in this Development Plan, as follows[15]:

1. To provide programs of instruction and professional training primarily in the fields of science and technology, especially in agriculture and industrial fields in order to produce graduates who are both locally and globally competitive and marketable;
2. To promote advanced studies, research and extension services and progressive leadership in all fields of agriculture, including agri-business, food and nutrition, fishery, forestry, animal and veterinary sciences, engineering, industrial education, and other areas of disciplines needed for the development of Mindanao;
3. To develop courses at the graduate level along its fields of specialization to respond to the needs of development workers in the region;
4. To provide non-formal education and undertake vigorous extension and research programs in food production, nutrition, health, and sports development; and,
5. To offer scholarship and/or part-time job opportunities to deserving students from low-income families.

C. Core Values

1. God-centered, or the adherence of university constituents to any religion which fosters love of God and fellowmen, teaches followers to be good citizens, and denounces violence or any method of coercion in the attainment of objectives;
2. Responsive, or the capacity to adjust and respond positively to any environment that an individual may find himself in, particularly diverse cultural environments encountered locally and in foreign countries,
3. Excellence, or the desire to fully develop one's potential, and
4. Assertion for Truth, which is the pursuit of truth as a means for enlightenment and as a personal guide for living.

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[15] *USM. 1998. The USM Newsletter. November 14, 1998.*

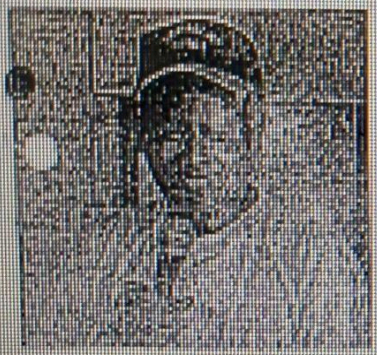
THE ACTUAL STRATEGIC PLANNING AND THE CREATION OF VISION, MISSION, GOALS AND OBJECTIVES



I. Strategic Planning at Kisulad (WOW-KISS)



Dr. Fortunato A. Batiad



Dr. Ricardo T. Gloria

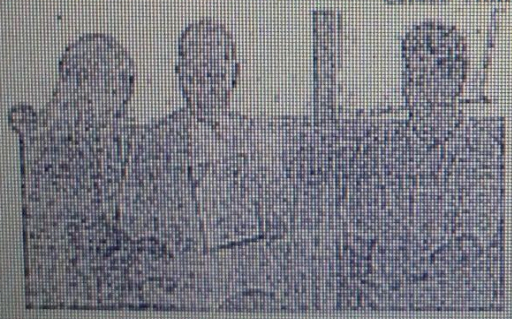
The University of Southern Mindanao, Kabacan, Cotabato through the leadership of President Virgilio G. Oliva with the support and coordination of the Planning and Development Office headed by Engr. Dennis Pablo M. Gutierrez conducted a four-day Strategic Planning Workshop held at Pearl Bako Resort, Sta.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

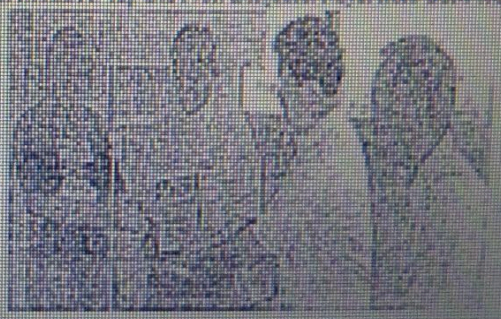
A place also known as 'WOW-KISS (War on Waste- at Kisulad or Keep it Simple and Secret), is one of the landmarks of two-time Secretary (DOST and DECS), Dr. Ricardo G. Gloria who hosted the workshop. (Thank you very much Sir for sharing to us the wonderful blessings of nature).

Dr. Fortunato A. Batiad, President Emeritus, CLSU addressed the administrative council on the Institution Building and Governance of SUCs and Recent Developments of Agriculture and Dr. Ricardo T. Gloria, himself who is Senior Adviser to the Department of Agriculture Secretary for Southern Philippines, lectured on the Current Trends in Education, Agriculture, Science and Technology in Mindanao.

Dr. Felipe U. Amparo gave the opening statements on Policy and Directions Towards Globalization and Pres. Virgilio G. Oliva gave the Statement of Thrusts, Policies, & Directions while Engr. Dennis Pablo M. Gutierrez presented the rationale and briefing of the workshop activities and the Performance of USM Physical Development Plan. Ms. Mi-Aida U. Enock, planning officer (USM) reported on the Medium Term Regional Development Plan 2001-2010.

There were 35 participants from the USM Administrative Council and 12 deans present: Drs. Florentin G. Tabora - Graduate College, Conrado C. Evangelio - CA; Edna M. Javier- Former Dean, CA, Anita B. Tacardon- CAS, Antonio M. Tabanao - CTD, Russel O. Espinosa - CENCOM; Prof. Josephine G. Tangonan - CHEFS; Dir. Fredie D. Sinchiching - CVM; Manuel C. Salvosa - IASA; Eduardo B. Tambis - IIEM; Caesar K. Amihotan -INREAS; Rogelio S. Tabora- USM-KITC; Likewise, 28 directors and heads of units attended. Mr. Ruel M. Bacon - Admin; Dra. Criselda R. Lopez - IDSMO; Abraham G. Castillo - AIPS; Profs Dennis Pablo M. Gutierrez - PDO; Pres M. Garcia - USCAO; Dr. Antonio D. Calvo- IPB; Mr. Tomaso Thelma C. Bantilan - PMS; Dr. Betty G. Quinpe - Hospital; Dr. Nicolas A. Teresa -OSA; Prof. Marcelo N. Yagong - RPCAR; Dra. Susana Mateo - Registrar; Lic. A. Tapanan, Estanislao, Phyllis M. Penaflor, Information; Dr. Grace Lopez - Research, Homer C. Nillo - USMARC; Reynaldo S. Cabaro - PESO; Ms. Nenita A. Yap and Prof. Benjamin Moral from USM SEC;

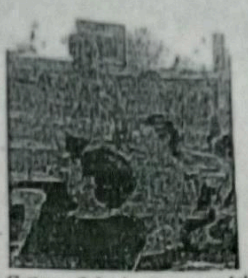


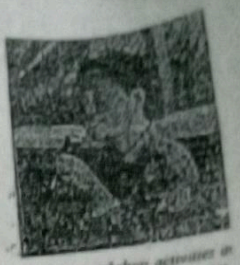


Dr. Wilfredo Dayag - CTE.

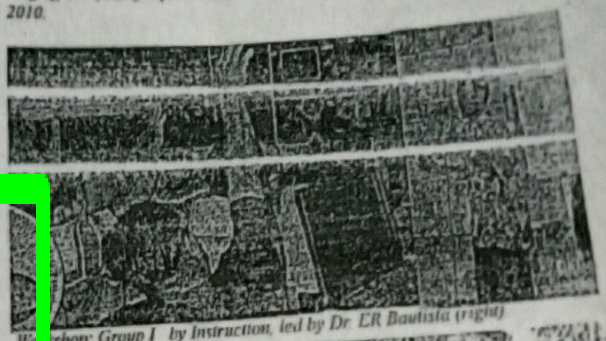
The technical secretariat were: Jul-Aida U. Enock., Myrna R. Tan, Danilo Sison, Marlowe Libreto with the administrative secretariat Ariel Garcia, Cristina Salem, Helen B. Edaño, Joel Signa, Jovelyn Gesulga, and Esmie Casan. Incharge of food preparation were: Fely Suriaga and Queenie Mapanao.

Primarily the workshop aimed to draft a 10-year Institutional Development Plan for USM. Specifically, the plan included Re-examination of current vision and mission statements and their revisions if necessary; SWOT Analysis; Selection of goals or objectives; Identification of strategies; Development of implementation plan to facilitate the achievement of objectives. Short-term (1-2 years) and long-term (5-10 years) plans were developed.





Engr. Gutierrez (left photo) presented the rationale of the workshop activities on Performance of USM/Interim Development Plan and Ms. Jul-Aida U. Enock (right) ning officer (USM) reported on the Medium Term Regional Development Plan 2010.

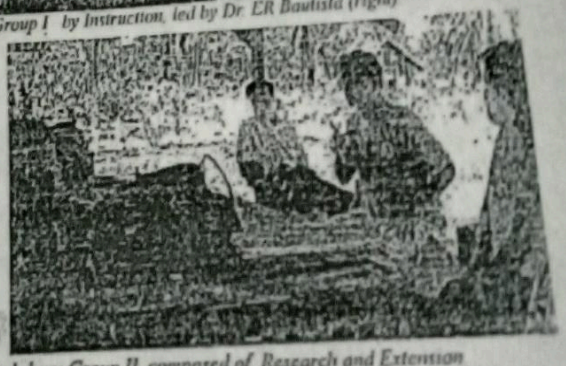


Workshop: Group I by Instruction, led by Dr. ER Bautista (right)

revision of the University's Vision and Mission, formulation of the Core Values as the USM's Credo, and the proposed table of organization of the university (for presentation and approval of the board), to wit:

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

MISSION: To accelerate the socio-economic development, promote harmony among diverse communities in Southern Philippines, and improve the quality of life through instruction, research, extension, and production.



Workshop: Group II composed of Research and Extension

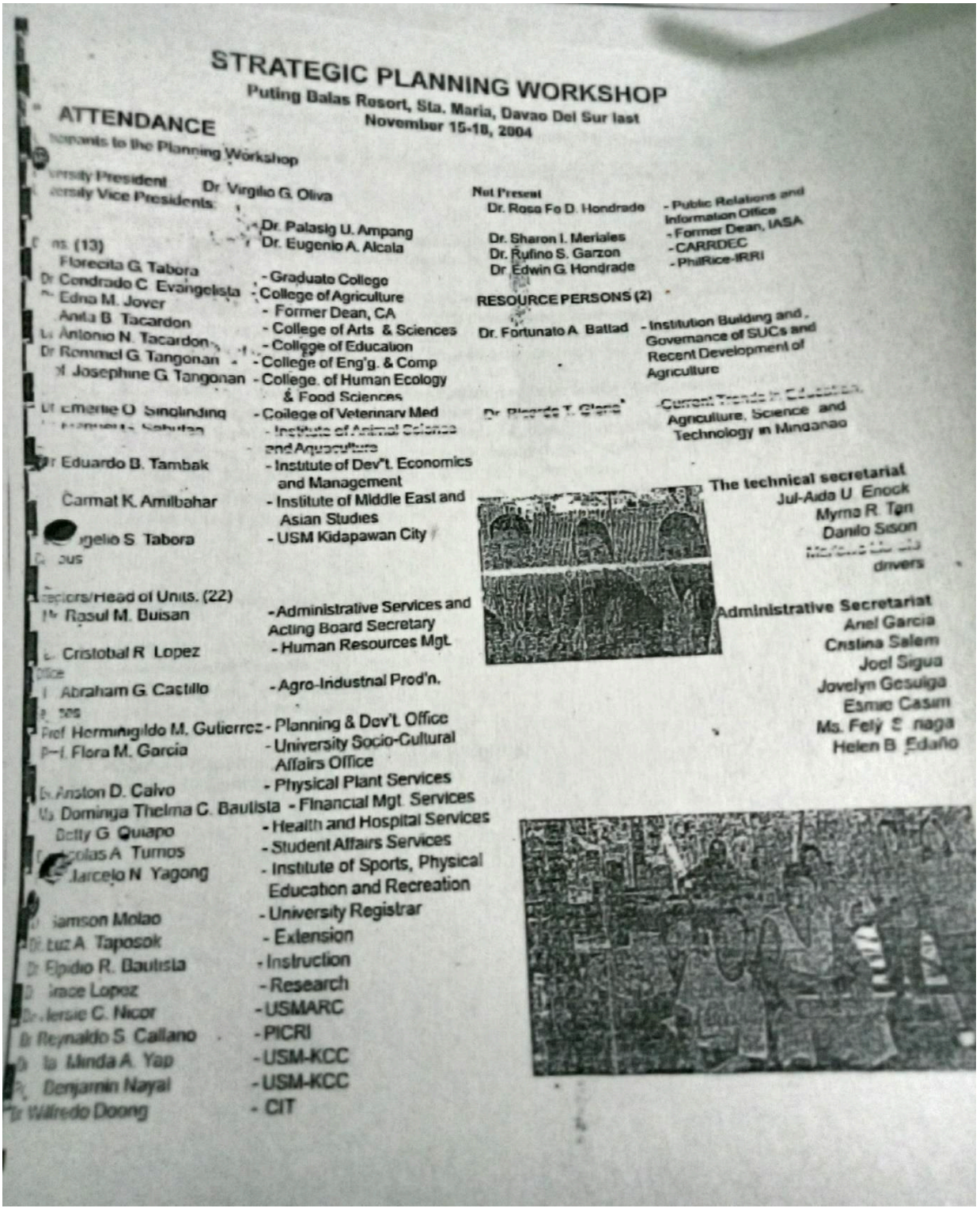
CORE VALUES

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



Works
Group III
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VP PU Ampa

THE PLANNING WAS PARTICIPATED BY THE DIFFERENT UNIT HEADS OF THE UNIVERSITY



STRATEGIC PLANNING WORKSHOP

Puting Balas Resort, Sta. Maria, Davao Del Sur last November 15-18, 2004

ATTENDANCE

...ipants to the Planning Workshop

...ersity President Dr. Virgilio G. Oliva

...ersity Vice Presidents:

Dr. Palasig U. Ampang
Dr. Eugenio A. Alcala

...rs (13)

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

...ous

...ctors/Head of Units. (22)

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

Not Present

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

RESOURCE PERSONS (2)

Dr. Fortunato A. Battad - Institution Building and Governance of SUCs and Recent Development of Agriculture

Dr. Ricardo T. Gloria - Current Trends in Education, Agriculture, Science and Technology in Mindanao

The technical secretariat
Jul-Aida U. Enock
Myrna R. Tan
Danilo Sison
...drivers

Administrative Secretariat
Ariel Garcia
Cristina Salem
Joel Sigua
Jovelyn Gesuiga
Esmie Casim
Ms. Fely ...naga
Helen B. ...Edaño

III. OBJECTIVE OF THE WORKSHOP

To draft a 10-year Institutional Development Plan for USM. Specifically, the plan shall include:

1. Re-examination of current vision and mission statements and their revision if necessary
2. SWOT Analysis
3. Selection of goals or objectives
4. Identification of strategies
5. Development of implementation plan to facilitate the achievement of objectives. Short-term (1-2 years) and long-term (5-10 years) plans will be developed on the following:

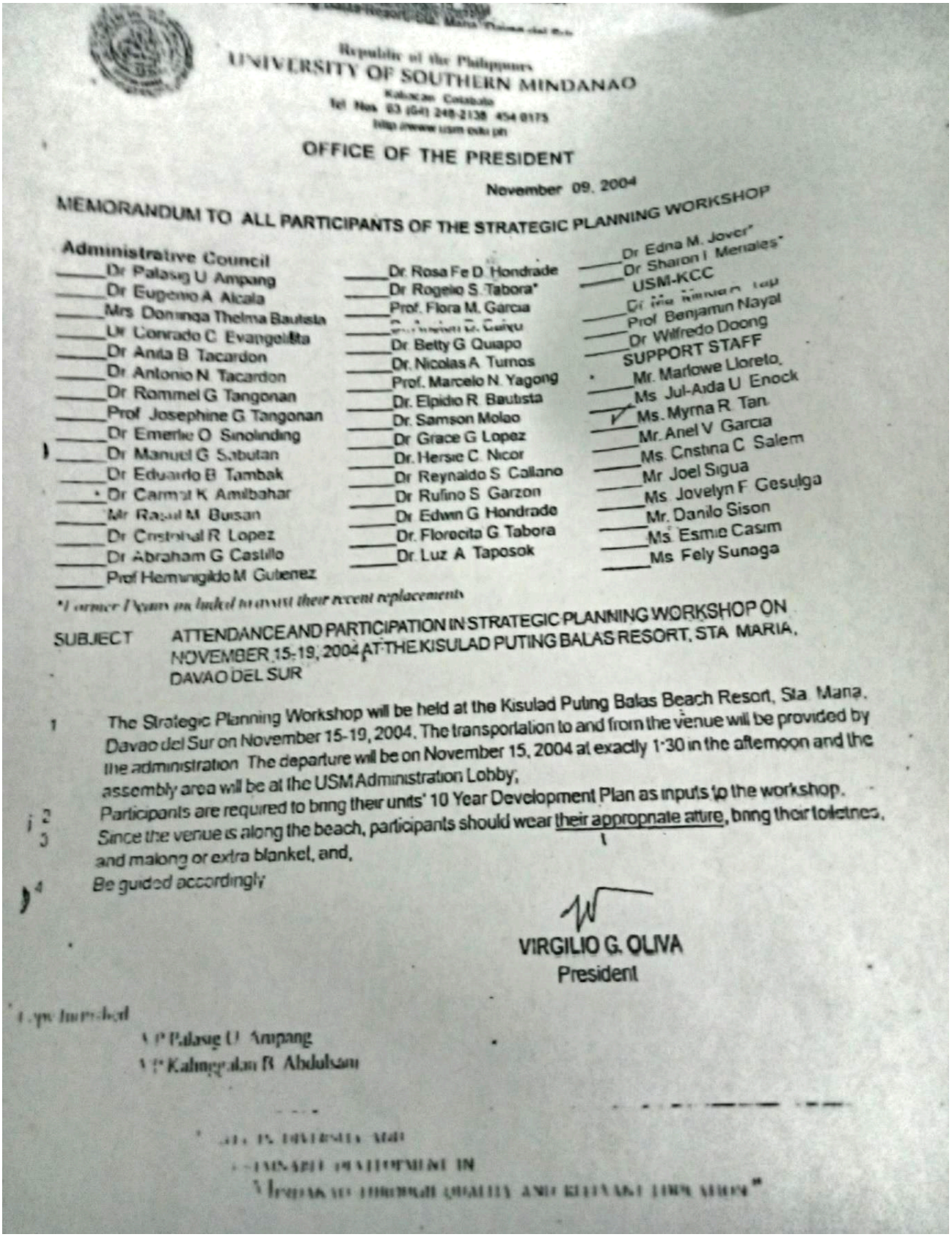
    1. Instruction - revised curricula, integration of various fields such as ICT and values, faculty requirement and loadings, hiring policies (re. in-breeding), etc.
    2. Research and Extension - research and extension thrusts, strengthening and expanding linkages, better integration with instruction and production functions of the university, etc...
    3. Production - strengthening existing businesses, new businesses, improvement of accounting system, organizational structure, etc.
    4. Administration - support services and facilities, hospital, physical plant, registrar, budget and accounting, human resource management (re: faculty and staff development plan, promotion system), information system, etc...
    5. Design of control or feedback system to monitor the University's performance while the plan is being implemented.

Output:

A 10-year Institutional Development Plan for USM with the following components:

1. Executive summary
2. Environmental Scanning
3. Opportunity and Issue Analysis
4. Vision, Mission and Objectives
5. Strategies
6. Action Programs for Both Short and Long Terms
7. Projected Financial Statements
8. Controls

COMMUNICATION FROM THE PRESIDENT TO THE ADMINISTRATIVE COUNCIL



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Tel Nos. 63 (64) 248-2138 454 0175
http://www.usm.edu.ph

OFFICE OF THE PRESIDENT

November 09, 2004

MEMORANDUM TO ALL PARTICIPANTS OF THE STRATEGIC PLANNING WORKSHOP

Administrative Council

_____Dr Palasig U Ampang
_____Dr Eugenio A Alcala
_____Mrs Dominga Thelma Bautista
_____Dr Conrado C Evangelista
_____Dr Anita B Tacardon
_____Dr Antonio N Tacardon
_____Dr Rommel G Tangonan
_____Prof Josephine G Tangonan
_____Dr Emerlie O Sinolinding
_____Dr Manuel G Sabutan
_____Dr Eduardo B Tambak
_____Dr Carmal K Amilbahar
_____Mr Rasul M Busan
_____Dr Cristobal R Lopez
_____Dr Abraham G Castillo
_____Prof Hermingildo M Gutierrez

_____Dr Rosa Fe D Hondrade
_____Dr Rogelio S Tabora*
_____Prof. Flora M. Garcia
_____[illegible]
_____Dr Betty G Quapo
_____Dr. Nicolas A Turnos
_____Prof. Marcelo N. Yagong
_____Dr. Elpidio R Bautista
_____Dr. Samson Molao
_____Dr Grace G Lopez
_____Dr. Hersie C Nicor
_____Dr Reynaldo S Calilano
_____Dr Rufino S Garzon
_____Dr Edwin G Hondrade
_____Dr. Florecita G Tabora
_____Dr Luz A Taposok

_____Dr Edna M. Jover*
_____Dr Sharon I Morales*
USM-KCC
_____Dr [illegible]
_____Prof Benjamin Nayal
_____Dr Wilfredo Doong
SUPPORT STAFF
_____Mr. Marlowe Lloreto,
_____Ms Jul-Aida U Enock
_____Ms. Myrna R Tan
_____Mr. Anel V Garcia
_____Ms. Cristina C Salem
_____Mr Joel Sigua
_____Ms Jovelyn F Gesulga
_____Mr. Danilo Sison
_____Ms Esmie Casim
_____Ms Fely Sunaga

*Former Deans included to avoid their recent replacements

SUBJECT ATTENDANCE AND PARTICIPATION IN STRATEGIC PLANNING WORKSHOP ON NOVEMBER 15-19, 2004 AT THE KISULAD PUTING BALAS RESORT, STA MARIA, DAVAO DEL SUR

1 The Strategic Planning Workshop will be held at the Kisulad Puting Balas Beach Resort, Sta Maria, Davao del Sur on November 15-19, 2004. The transportation to and from the venue will be provided by the administration. The departure will be on November 15, 2004 at exactly 1:30 in the afternoon and the assembly area will be at the USM Administration Lobby;

2 Participants are required to bring their units' 10 Year Development Plan as inputs to the workshop.

3 Since the venue is along the beach, participants should wear their appropriate attire, bring their toiletries, and malong or extra blanket, and,

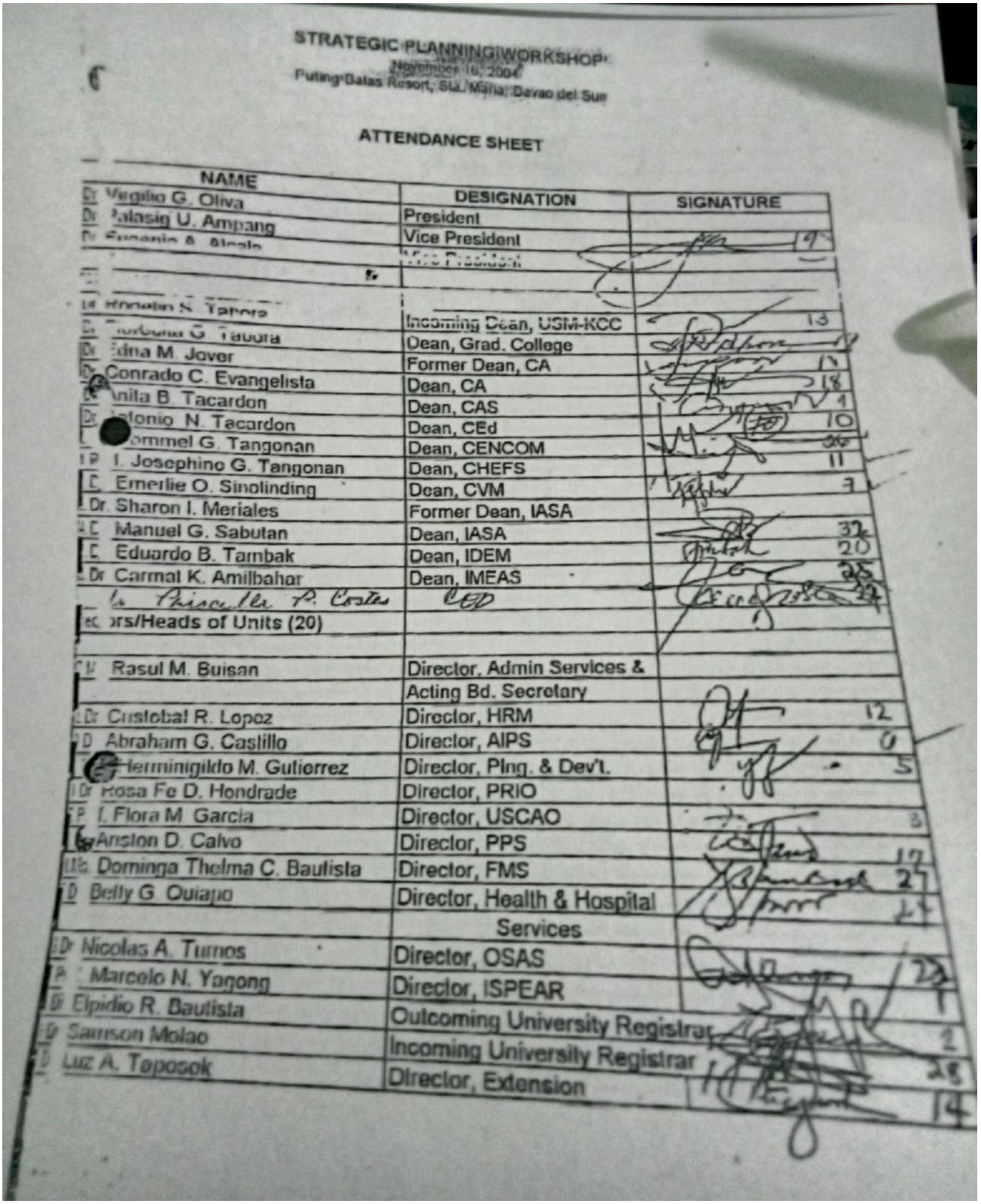
4 Be guided accordingly

VIRGILIO G. OLIVA
President

Copy furnished
VP Palasig U Ampang
VP Kalinggalan B Abdulsan

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ADMINISTRATIVE COUNCIL MEMBERS PRESENT DURING PLANNING

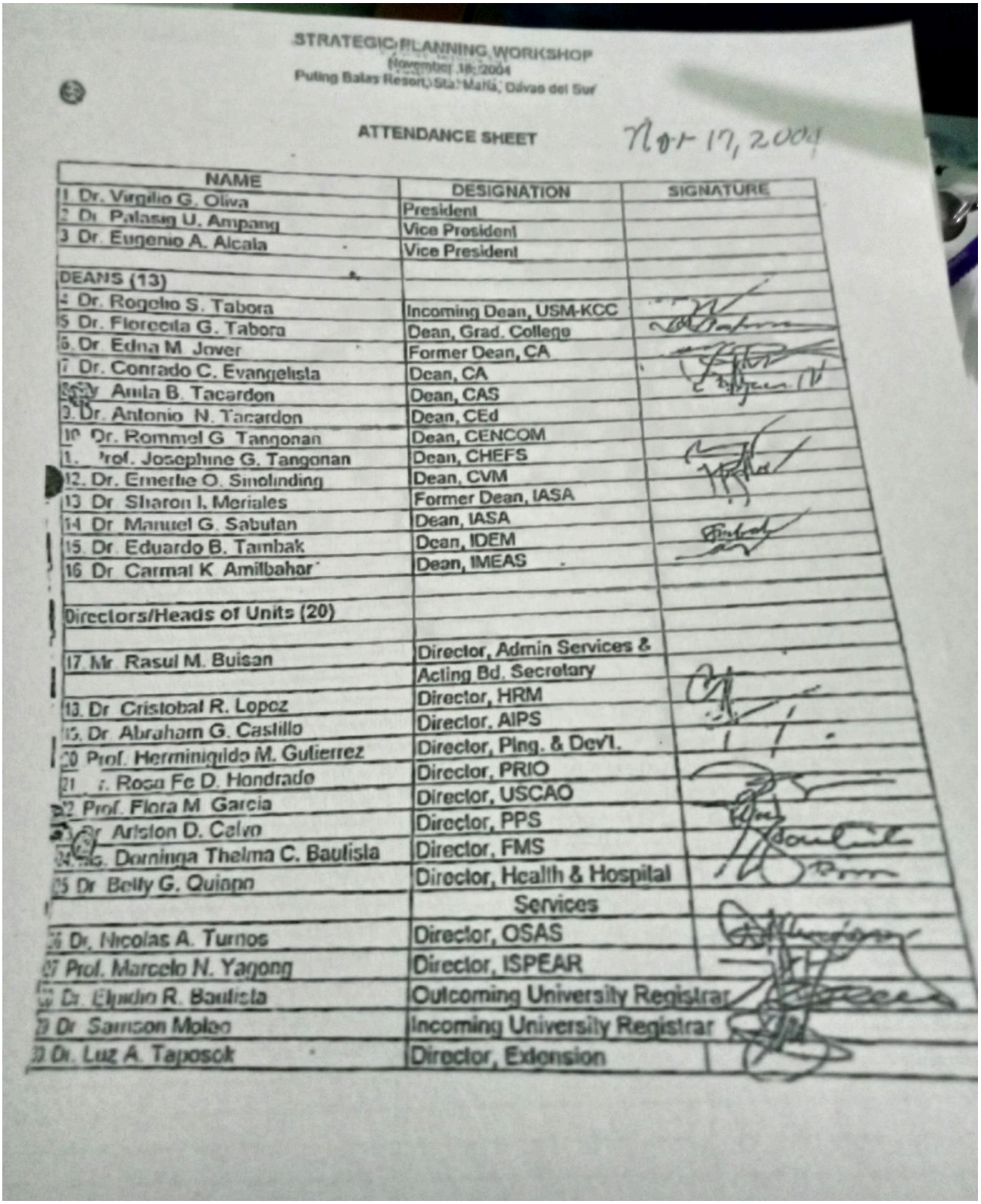


STRATEGIC PLANNING WORKSHOP
November 16, 2004
Puting Bato Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET

NAME	DESIGNATION	SIGNATURE
Dr. Virgilio G. Oliva	President	
Dr. Palasig U. Ampang	Vice President	
Dr. Eugenio A. Alcala	Vice President	
[illegible]		
Dr. Rosalin S. Tabora	Incoming Dean, USM-KCC	
Dr. Norberto G. Tabora	Dean, Grad. College	
Dr. Edna M. Jover	Former Dean, CA	
Dr. Conrado C. Evangelista	Dean, CA	
Dr. Anita B. Tacardon	Dean, CAS	
Dr. Antonio N. Tacardon	Dean, CEd	
Dr. Rommel G. Tangonan	Dean, CENCOM	
Dr. I. Josephino G. Tangonan	Dean, CHEFS	
Dr. Emerlie O. Sinolinding	Dean, CVM	
Dr. Sharon I. Meriales	Former Dean, IASA	
Dr. Manuel G. Sabutan	Dean, IASA	
Dr. Eduardo B. Tambak	Dean, IDEM	
Dr. Carmal K. Amilbahar	Dean, IMEAS	
Ma. Priscilla P. Costas	CED	
Directors/Heads of Units (20)		
Atty. Rasul M. Buisan	Director, Admin Services & Acting Bd. Secretary	
Dr. Cristobal R. Lopez	Director, HRM	
Dr. Abraham G. Castillo	Director, AIPS	
Dr. Herminigildo M. Gutierrez	Director, Plng. & Dev't.	
Dr. Rosa Fe D. Hondrade	Director, PRIO	
Dr. Flora M. Garcia	Director, USCAO	
Dr. Ariston D. Calvo	Director, PPS	
Dr. Dominga Thelma C. Bautista	Director, FMS	
Dr. Betty G. Quiapo	Director, Health & Hospital Services	
Dr. Nicolas A. Turnos	Director, OSAS	
Dr. Marcelo N. Yagong	Director, ISPEAR	
Dr. Elpidio R. Bautista	Outcoming University Registrar	
Dr. Samson Molao	Incoming University Registrar	
Dr. Luz A. Taposok	Director, Extension	

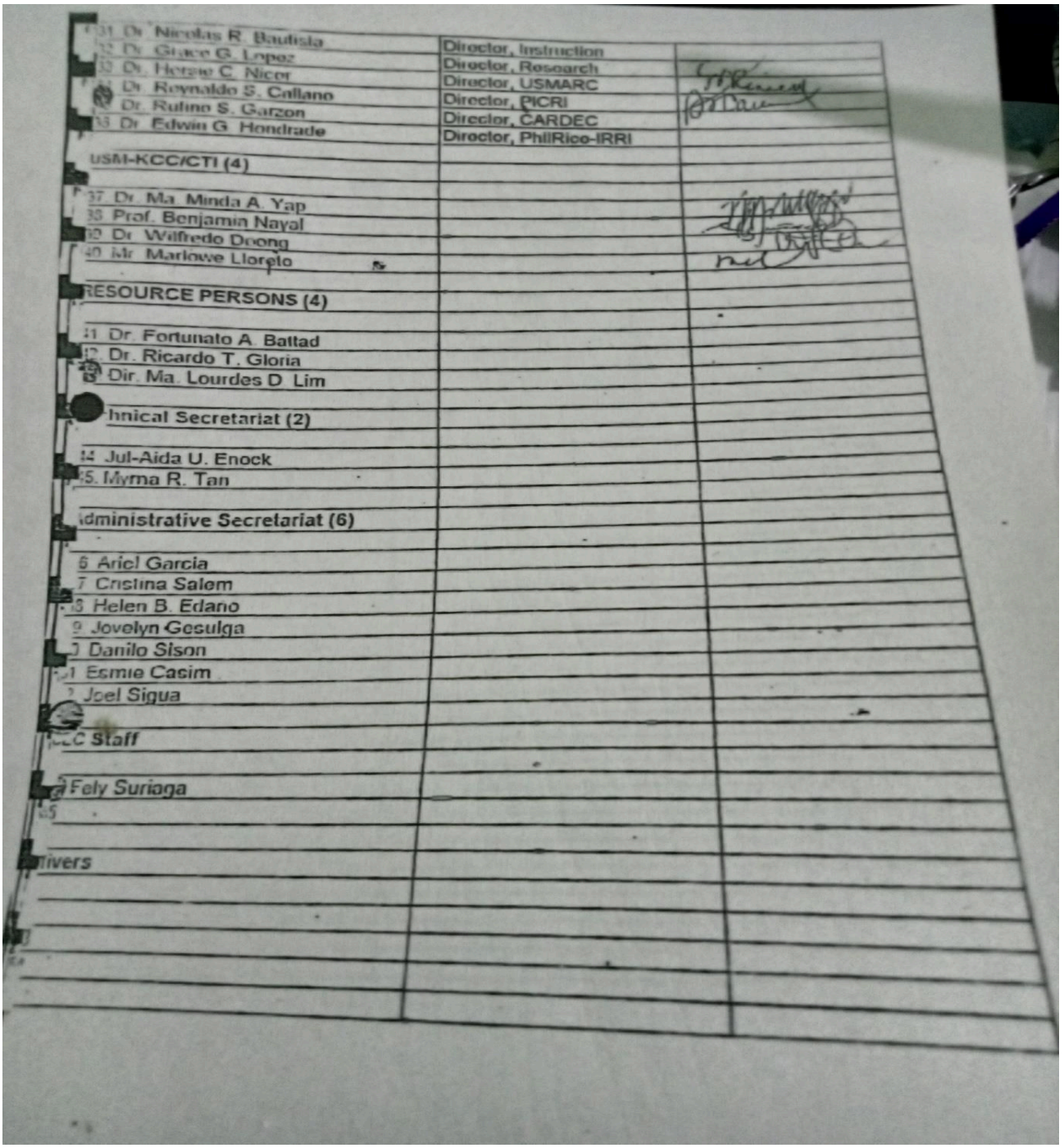
ADMINISTRATIVE COUNCIL MEMBERS PRESENT DURING PLANNING



STRATEGIC PLANNING WORKSHOP
November 18, 2004
Puting Balas Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET Nov 17, 2004

NAME	DESIGNATION	SIGNATURE
1. Dr. Virgilio G. Oliva	President	
2. Dr. Palasig U. Ampang	Vice President	
3. Dr. Eugenio A. Alcala	Vice President	
DEANS (13)		
4. Dr. Rogelio S. Tabora	Incoming Dean, USM-KCC	
5. Dr. Florecita G. Tabora	Dean, Grad. College	
6. Dr. Edna M. Jover	Former Dean, CA	
7. Dr. Conrado C. Evangelista	Dean, CA	
8. Dr. Anila B. Tacardon	Dean, CAS	
9. Dr. Antonio N. Tacardon	Dean, CEd	
10. Dr. Rommel G. Tangonan	Dean, CENCOM	
11. Prof. Josephine G. Tangonan	Dean, CHEFS	
12. Dr. Emerlie O. Sinolinding	Dean, CVM	
13. Dr. Sharon I. Meriales	Former Dean, IASA	
14. Dr. Manuel G. Sabutan	Dean, IASA	
15. Dr. Eduardo B. Tambak	Dean, IDEM	
16. Dr. Carmal K. Amilbahar	Dean, IMEAS	
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17. Mr. Rasul M. Buisan	Director, Admin Services & Acting Bd. Secretary	
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19. Dr. Abraham G. Castillo	Director, AIPS	
20. Prof. Herminigildo M. Gutierrez	Director, Plng. & Dev't.	
21. Dr. Rosa Fe D. Hondrado	Director, PRIO	
22. Prof. Flora M. Garcia	Director, USCAO	
23. Dr. Ariston D. Calvo	Director, PPS	
24. Atty. Dominga Thelma C. Baulista	Director, FMS	
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