UNIVERSITY OF SOUTHERN MINDANAO

COLLEGE OF BUSINESS, DEVELOPMENT ECONOMICS AND MANAGEMENT

ACCOUNTANCY DEPARTMENT

BACHELOR OF SCIENCE IN MANAGEMENT ACCOUNTING



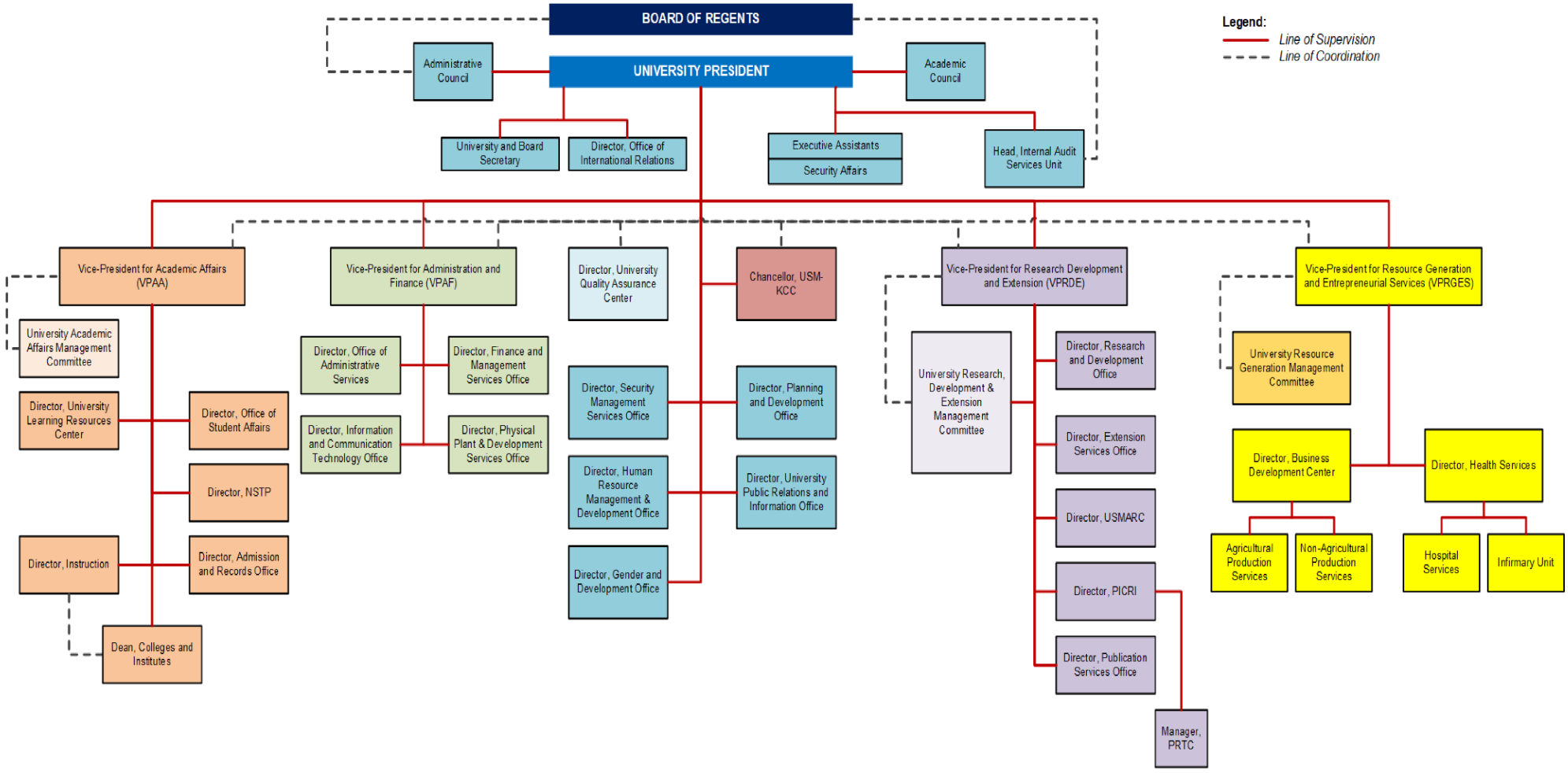


AACCUP LEVEL 1 ACCREDITATION

AREA X
ADMINISTRATION

O.1. The institution has a well-designed and functional organizational structure.

Revised Organizational Structure of USM
(As Revised per BOR Res. No. 19, Series of 2019)



ADMINISTRATIVE COUNCIL MEMBERS

As of March 2026

No.	Name	Office
1.	**JONALD L. PIMENTEL, PhD**	SUC President IV
2.	**QUENIELYN L. DURENDES, MBA**	VP for Administration & Finance
3.	**LEORENCE C. TANDOG, PhD**	VP for Academic Affairs
4.	**DEBBIE MARIE B. VERZOSA, PhD**	VP for Research, Development & Extension
5.	**SAMSUDIN S. PANDAY, PhD**	VP for Resource Generation & Entrepreneurial Services
6.	**JENNIFER E. SINCO, MA**	Secretary of the University and the Board of Regents
7.	**JAY-R G. VILDAC, DBA**	Director, Finance Management Services
8.	**MARGIE B. GALANG. MPS-EM**	Director, Administrative Services
9.	**NERISSA G. DELA VIÑA, PHD**	Director, Human Resource Management and Development
10.	**RENEL M. ALUCILJA, MSAE**	Director, Planning & Development
11.	**VICENTE T. DELOS REYES**	Director, Security Services Management
12.	**LIZA D. MARIPOSQUE, MD**	Director, University Health Services
13.	**ESMAIRA G. GUNSAYAN, DBA**	Director, Business Development Center
14.	**LEONARD M. PALETA, PhD**	Director for Instruction
15.	**GLYN G. MAGBANUA, PhD**	Director, Extension Services
16.	**EUGENE G. RANJO, MIM**	Director, University Information and Communication Technology
17.	**SUSAN S. MARTINEZ, MAED**	Director, Kundo E. Pahm Learning Resource Center
18.	**ABUBAKAR A. MURRAY, EdD**	Director, Human Resource Training and Development
19.	**MA. LEIDA M. DONQUE, EdD**	Director, Student Affairs
20.	**ARNEL B. TOLEDO**	Director, Project Management
21.	**BONIFACIO C. SOLSOLOY, MA**	Director, National Service Training Program
22.	**JURHAMID C. IMLAN, PhD**	Director, Research & Publication Office
23.	**LAWRENCE ANTHONY U. DOLLENTE, PhD**	Director, University Quality Assurance
24.	**NELIA O. DU, PhD**	Director, Admission and Records

25.	**EMILY T. MONTERO, RN, RND**	Director, University Public Relations and Information
26.	**Atty. SUNNY RYE M. NOGALO**	Director, Office of Legal Services
27.	**RADJI A. MACATABON, PhD**	Tagapamahala, Sentro ng Wika at Kultura
28.	**EIMER M. ESTILLOSO, EdD**	Dean, Graduate School
29.	**EFREN E. MAGULAMA, PhD**	Dean, College of Agriculture
30.	**PHILIP LESTER P. BENJAMIN, PhD**	Dean, College of Science and Mathematics
31.	**MARLYN A. RESURRECCION, PhD**	Dean, College of Arts and Social Sciences
32.	**MA. LESLIE C. SALES, EdD**	Dean, College of Education
33.	**MARICEL G. DAYADAY, PhD**	Dean, College of Engineering and Information Technology
34.	**URDUJA G. NACAR, EdD**	Dean, College of Human Ecology and Food Sciences
35.	**CHERYL Y. DULAY, DBA**	Dean, College of Business, Development Economics and Management
36.	**LOUISE CECILIA B. BALAJADIA, MD**	Dean, College of Medicine
37.	**CARLO JASON S. DELA CRUZ, RN, MAN**	Dean, College of Health Sciences
38.	**JOEL V. MISANES**	Dean, College of Trades and Industries
39.	**ELIZABETH C. MOLINA, PhD**	Dean, College of Veterinary Medicine
40.	**SOFIA G. MOLAO**	Dean, Institute of Middle East and Asian Studies
41.	**NORGE G. MARTINEZ, EdD**	Dean, College of Human Kinetics
42.	**Atty. FREDDIE G. BAYNOSA II**	Dean, College of Law
43.	**RONIELYN F. PINSOY, EdD**	Chancellor, USM Kidapawan City Campus
44.	**GIDEON S. SUMAYO, PhD**	Director, PALMA Cluster Campus
45.	**MARCELO C. CALABIT, PhD**	Campus Head- Pigcawayan and Banisilan
46.	**ROSELYN M. CLEMEN, MPA**	University Gender and Development Focal Person
47.	**BRYAN LLOYD P. BRETAÑA, MSc, RMicro**	Director, Office of International Affairs
48.	**Engr. WILLIE JONES B. SALILING**	President, USM Faculty Association *(By Invitation)*

Certified True & Correct:
JENNIFER E. SINCO
Board Secretary V

Table of Organization under the office of Vice President for Academic Affairs (VPAA)

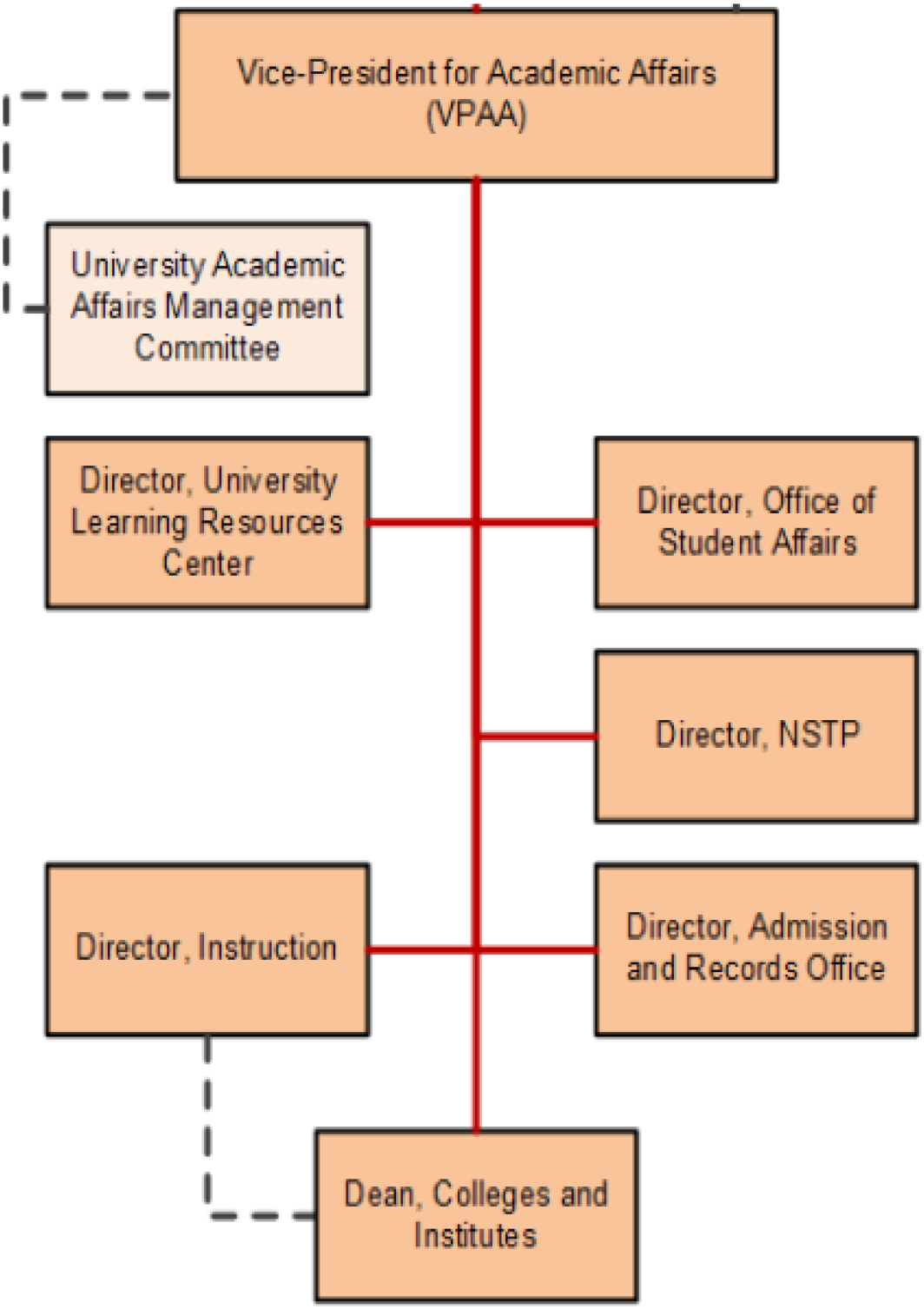


Table of Organization under the office of Vice President for Administration and Finance (VPAF)

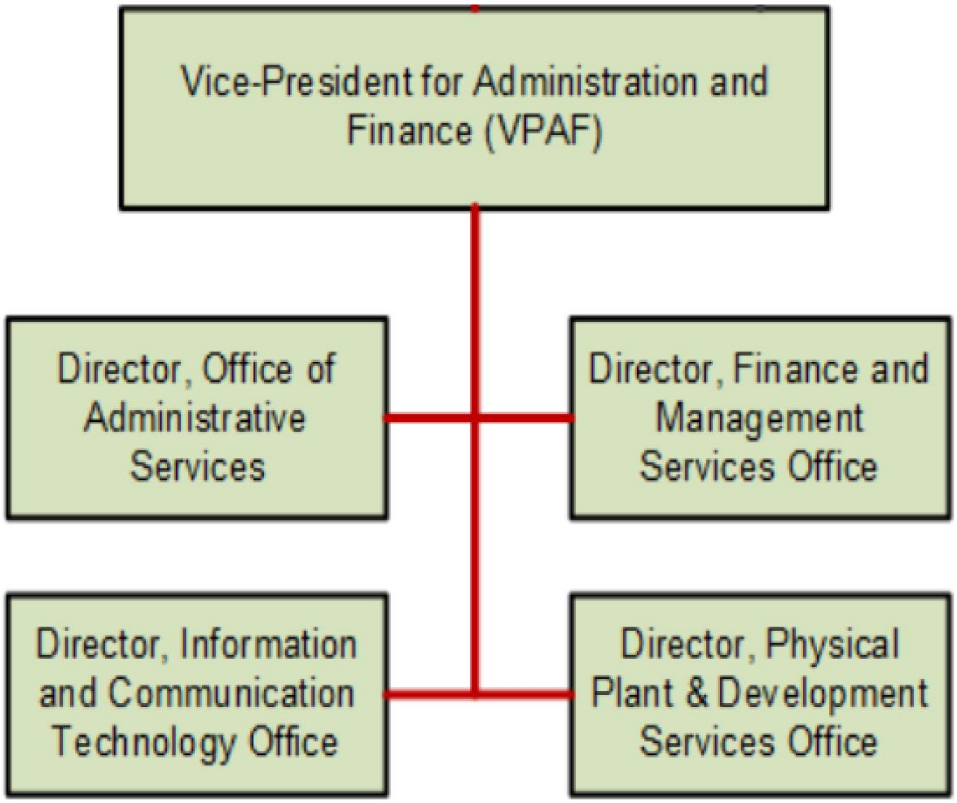


Table of Organization under the office of Vice President for Research Development and Extension (VPRDE)

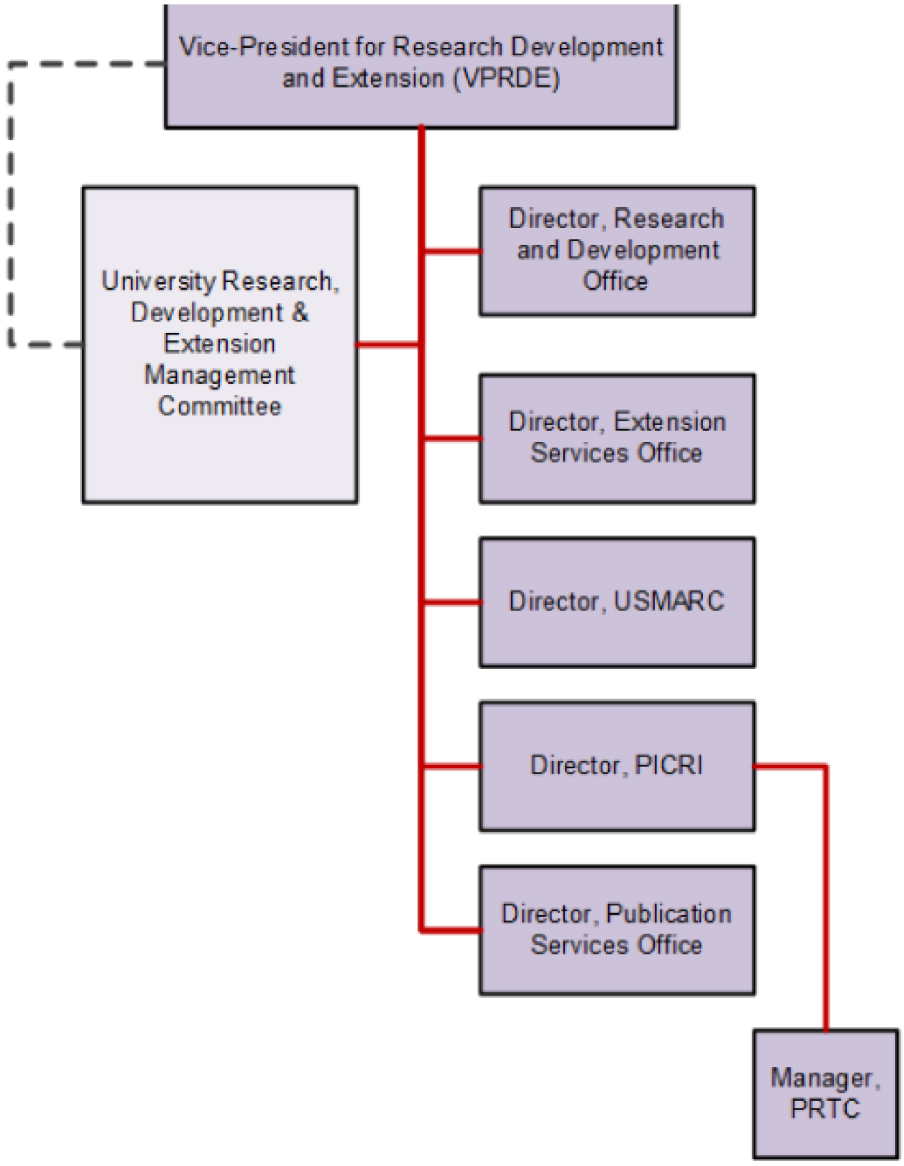
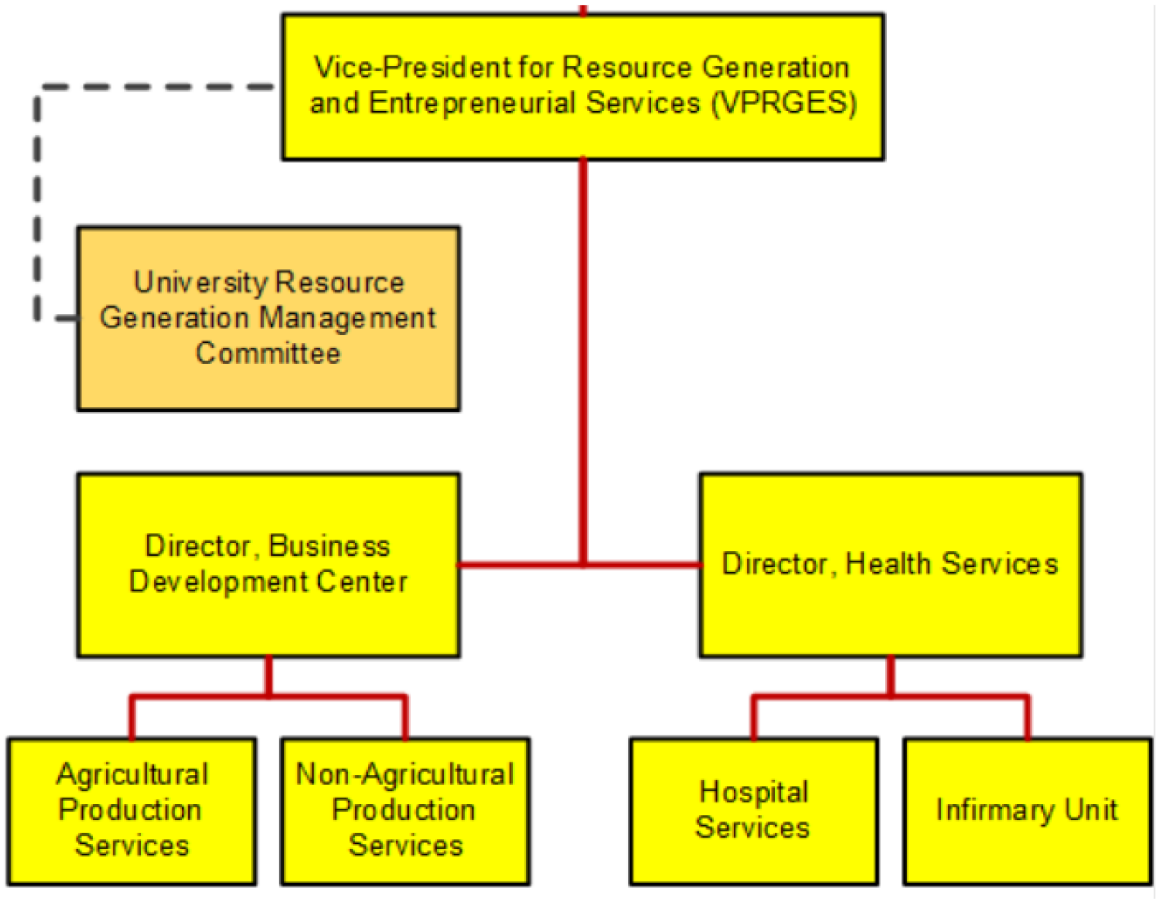


Table of Organization under the office of Vice President for Resource Generation and Entrepreneurial Services (VPRGES)



VISION

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

MISSION

Help accelerate socio-economic development, promote harmony among diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines

CORE VALUES

Goodness
Responsiveness
Excellence
Assertion of Right and
Truth



MESSAGE FROM THE PRESIDENT

The world is changing, and we are ready to take on the next path. As we define our route for the University of Southern Mindanao, may we find what is the best for the upcoming years, with the context of the new normal-the new era of this world.

Throughout the last few years, even before pandemic we have faced different challenges. Yet, we conquered it all. The result of our strategic planning last time was amazing, and it set another bar for us to aim higher.

Our unending commitments through instruction, research, extension, & resource generation, it is our dream that for the university to be a place where people can dream freely, and aim for success.

There are still challenges that we have at hand, but we are crafting plans as we enter the mission of becoming globally competitive institution.

For today's plan, may we carry it all throughout, may this be like climbing a mountain, reaching the summit and looking down on the world with joy. Little by little, we are reaching our goal.

May God the Almighty guide us and bless us, as we plan for the future of this university.

FRANCISCO GIL N. GARCIA, PhD
SUC President IV

STRATEGIC PLANNING & WORKSHOP 2023

INSTRUCTION | RESEARCH | EXTENSION
ADMINISTRATION & FINANCE | RESOURCE GENERATION & ENTREPRENEURIAL SERVICES

March 1 - 3, 2023
Mt. Sabrina Panoramic View Resort,
Glan, Sarangani

DAY 1

MARCH 1, 2023 | WEDNESDAY

09:30 AM - 06:00 PM **EMCEE: VILMA M. SANTOS**

09:30 AM - 10:30 AM	**ARRIVAL AND REGISTRATION**
10:30 AM - 11:00 AM	**OPENING PROGRAM**
	Invocation
	Samsudin S. Panday, PhD
	Muslim Prayer
	Jonald L. Pimentel, PhD
	Christian Prayer
	National Anthem
	Rhea Ann P. Antonio
	Opening Remarks
	Francisco Gil N. Garcia, PhD
	Rationale of the Workshop
	Eimer M. Estilloso, EdD
	House Rules of Planning Workshop
	Engr. Renel M. Alucilja
11:00 AM - 12:00 PM	**Room Check-in**
12:00 PM - 01:00 PM	**LUNCH BREAK**
01:00 PM - 01:30 PM	**Presentation of Accomplishment (2019-2021)**
01:30 PM - 02:00 PM	**Lecture 1 (Strategic Goals and KRAs)**
02:00 PM - 03:30 PM	**Workshop 1**
03:30 PM - 04:00 PM	**Lecture 2 (Objectives)**
04:00 PM - 06:00 PM	**Workshop 2**
06:00 PM Onwards	**Dinner/ Swimming**

DAY 2

MARCH 2, 2023 | THURSDAY

06:30 AM - 06:00 PM **EMCEE: VILMA M. SANTOS**

06:30 AM - 07:30 AM	**Breakfast**
07:30 AM - 08:00 AM	**Preparation**
08:00 AM - 09:00 AM	**Picture Taking**
09:00 AM - 09:30 AM	**Lecture 3 (KPIs and activities)**
09:30 AM - 12:00 PM	**Workshop 3**
12:00 PM - 01:00 PM	**LUNCH BREAK**
01:00 PM - 03:00 PM	**Continuation of Workshop 3**
03:00 PM - 06:00 PM	**Drafting of Operational Plan**
06:00 PM Onwards	**Dinner/ Swimming**

DAY 3

MARCH 3, 2023 | FRIDAY

EMCEE: VILMA M. SANTOS 06:30 AM - 12:00 PM

06:30 AM - 07:30 AM	**Breakfast**
07:30 AM - 08:00 AM	**Preparation for the Presentation**

PRESENTATION AND 10 MINUTES OPEN FORUM

08:00 AM - 08:20 AM	**Instruction**
08:20 AM - 08:30 AM	**Open Forum**
08:30 AM - 08:50 AM	**Research Development and Extension**
08:50 AM - 09:00 AM	**Open Forum**
09:00 AM - 09:20 AM	**Resource Generation and Entrepreneurial Services**
09:20 AM - 09:30 AM	**Open Forum**
09:30 AM - 09:50 AM	**GAAS**
09:50 AM - 10:00 AM	**Open Forum**
10:00 AM - 10:20 AM	**USM KCC**
10:20 AM - 10:30 AM	**Open Forum**
10:30 AM - 11:00 AM	**Closing Program**
	Eimer M. Estilloso, EdD
	Closing Message
	Singing of USM Hymn
11:00 AM - 12:00 PM	**FREE TIME**
11:00 AM - 12:00 PM	**LUNCH**

One USM

Vision

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

Mission

Help accelerate socio-economic development, promote harmony among diverse communities and improve quality of life through instruction, research, extension and resource generation in Southern Philippines.

The best way to predict the future is to review the past.
- Benjamin Disraeli -



PERFORMANCE MANAGEMENT TEAM


JONALD L. PIMENTEL
SPMS CHAMPION


RENEL M. ALUCILJA
CHAIRPERSON


NERISSA G. DELA VIÑA
ARMOA DIRECTOR
VICE CHAIRPERSON


LAWRENCE ANTHONY U. DULLENTE
HEAD DIRECTOR, VICE CHAIRPERSON


QUENIELYN L. DURENDES
SPAT - MEMBER


CONCEPCION E. MAGALLON
USMASSA PRESIDENT - MEMBER


WILLIE JONES B. SALILING
FA PRESIDENT - MEMBER


MARLON L. MARQUEZ
ARMEO LOD HEAD - MEMBER


JAY-R B. VILDAC
EMS DIRECTOR - MEMBER


LOTIS D. CUBIN
ARMEO PERFORMANCE MANAGEMENT COORDINATOR - MEMBER


ROSELYN M. CLEMEN
BAE DIRECTOR - MEMBER


EMILY T. MONTERO
SUPERVISING ADMINISTRATIVE OFFICER, MEMBER


GLYN G. MAGBANUA
HEAD, SECRETARIAT

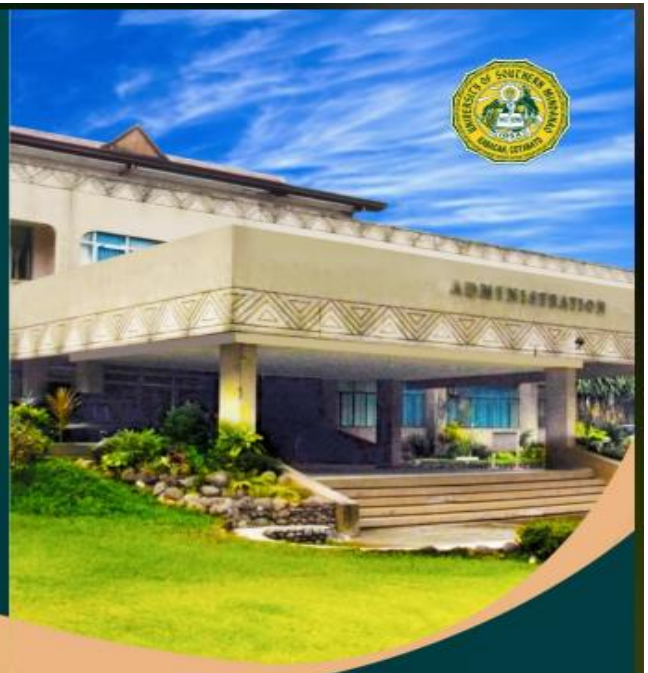

NAREVIE SATORRE
L & D


LAKSNI E. CATUBAY
DOCUMENT CONTROLLER


JESPHER ROSE S. GARIDAN
OPER MONITORING


BERNALOU M. MALAQUE
IPCR MONITORING


RALPH BUTCH S. GARIDAN
SPMS AUTOMATION



FY 2026 MIDYEAR PERFORMANCE MANAGEMENT REVIEW

August 10-11, 2026
USM Commercial Building
USM, Kabacan, Cotabato

THIS SERVES AS INVITATION

PART 1

7:30-8:30 AM	REGISTRATION	HR/PMT

PART 2

8:00-8:30 AM	OPENING PROGRAM
National Anthem	AVP
Invocation	ENGR. GARRY KIETH F. ESCUCHA, ENP ABUBAKAR A. MURRAY, PHD
Bagong Pilipinas AmBisyon 2040	AVP
Opening Message	JONALD L. PIMENTEL, PHD
Overview of the Review / Mechanics of the Presentation & House Rules	ENGR. RENEL M. ALUCILJA, PHD

PART 3

PRESENTATION OF REPORTS

Presentation of OPCR, Accomplishments and Key Findings	PLANNING OFFICERS
Presentation of IPCR	BERNALOU MALAQUE
Presentation of L&D	MARLON L. MARQUEZ
Presentation of UQAO Concerns	LAKSNI CATUBAY

PART 4

OPEN FORUM	DEANS/DIRECTORS/PMT

ORDER OF PRESENTATIONS

7:30AM-4:30PM	DAY 1
8:30-9:30 AM	ACADEMIC UNITS (HIGHER EDUCATION)
9:30-10:30 AM	OPEN FORUM
10:30-12:00 PM	ACADEMIC SUPPORT UNITS
LUNCH	
1:00-1:30 PM	OPEN FORUM
1:30-3:00 PM	OFFICES UNDER OFFICE OF THE PRESIDENT
3:00-3:45 PM	OPEN FORUM
3:45-4:30 PM	ADMIN AND FINANCE
4:30-5:00 PM	OPEN FORUM
8:00AM-5:00PM	DAY 2
8:00-9:00 AM	RESOURCE GENERATION AND ENTREPRENEURIAL SERVICES
9:00-9:30 AM	OPEN FORUM
9:30-10:30 AM	RESEARCH, DEVELOPMENT AND EXTENSION
10:30-11:00 AM	OPEN FORUM
11:00-12:00 PM	ADVANCED EDUCATION (GRADUATE SCHOOL MAIN CAMPUS, COLLEGE OF MEDICINE, COLLEGE OF LAW)
LUNCH	
1:00-1:30 PM	CONTINUATION OF PRESENTATION
1:30-2:00 PM	OPEN FORUM
2:00-3:30 PM	USM KCC
3:30-4:00 PM	OPEN FORUM

PART 5

4:30-5:00 PM	CLOSING PROGRAM
Impressions by Performance Management Team	PMT
Turn-over of Output to the President	GLYN G. MAGBANUA, PHD
Closing Message	ENGR. RENEL M. ALUCILJA, PHD
Singing of the USM Hymn	

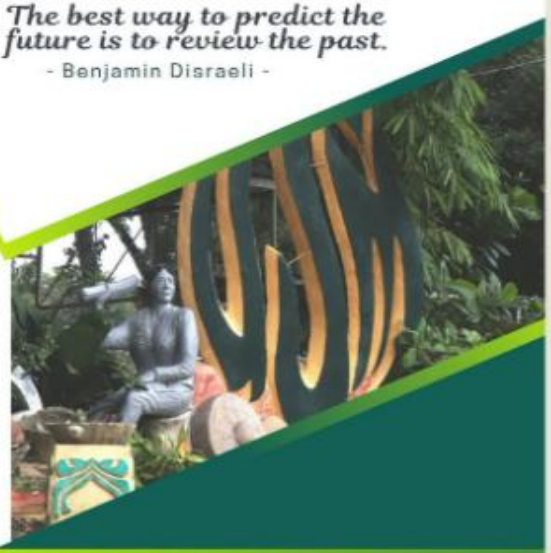
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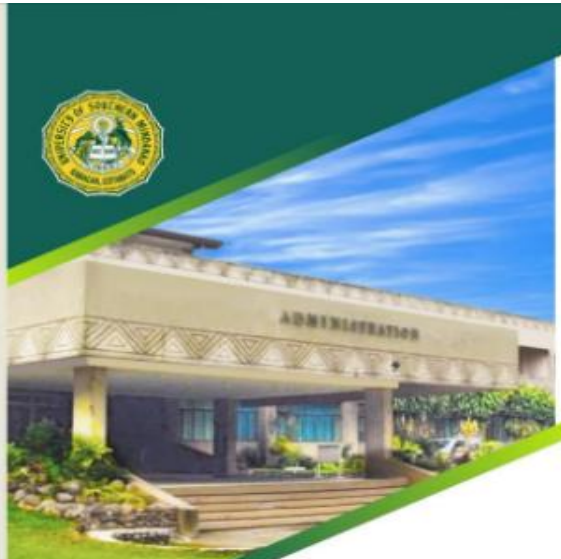
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- Benjamin Disraeli -



PERFORMANCE MANAGEMENT TEAM





FY 2025 YEAREND PERFORMANCE MANAGEMENT REVIEW

FEBRUARY 12–13, 2026
USM COMMERCIAL BUILDING
USM, KABACAN, COTABATO

THIS SERVES AS INVITATION

PART 1

7:30-8:30 AM **REGISTRATION** HR/PMT

PART 2

8:00-8:30 AM **OPENING PROGRAM**

National Anthem	AVP
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PART 3

PRESENTATION OF REPORTS

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Presentation of UQAO Concerns	LAKSNI CATUBAY

PART 4

OPEN FORUM DEANS/DIRECTORS/PMT

ORDER OF PRESENTATIONS

7:30AM-4:30PM **DAY 1**

8:30-10:00 AM	**ACADEMIC UNITS (HIGHER EDUCATION)**
10:00-11:00 AM	OPEN FORUM
11:00-12:00 PM	**ACADEMIC SUPPORT UNITS**

LUNCH

1:00-1:30 PM	OPEN FORUM
1:30-2:00 PM	**ADVANCED EDUCATION (GRADUATE SCHOOL MAIN CAMPUS, COLLEGE OF MEDICINE, COLLEGE OF LAW)**
2:00-2:45 PM	OPEN FORUM
2:45-4:00 PM	**ADMIN AND FINANCE**
4:00-4:30 PM	OPEN FORUM

8:00AM-5:00PM **DAY 2**

8:00-9:00 AM	**RESOURCE GENERATION AND ENTREPRENEURIAL SERVICES**
9:00-9:30 AM	OPEN FORUM
9:30-10:30 AM	**RESEARCH, DEVELOPMENT AND EXTENSION**
10:30-11:00 AM	OPEN FORUM
11:00-12:00 PM	**OFFICES UNDER OFFICE OF THE PRESIDENT**

LUNCH

1:00-1:30 PM	**CONTINUATION OF PRESENTATION**
1:30-2:00 PM	OPEN FORUM
2:00-3:30 PM	**USM KCC**
3:30-4:00 PM	OPEN FORUM

PART 5

4:30-5:00 PM **CLOSING PROGRAM**

Impressions by Performance Management Team	PMT
Turn-over of Output to the President	GLYN G. MAGBANUA, PHD
Closing Message	ENGR. RENEL M. ALUCILJA
Singing of the USM Hymn	