UNIVERSITY OF SOUTHERN MINDANAO

COLLEGE OF BUSINESS, DEVELOPMENT ECONOMICS AND MANAGEMENT

ACCOUNTANCY DEPARTMENT

BACHELOR OF SCIENCE IN MANAGEMENT ACCOUNTING



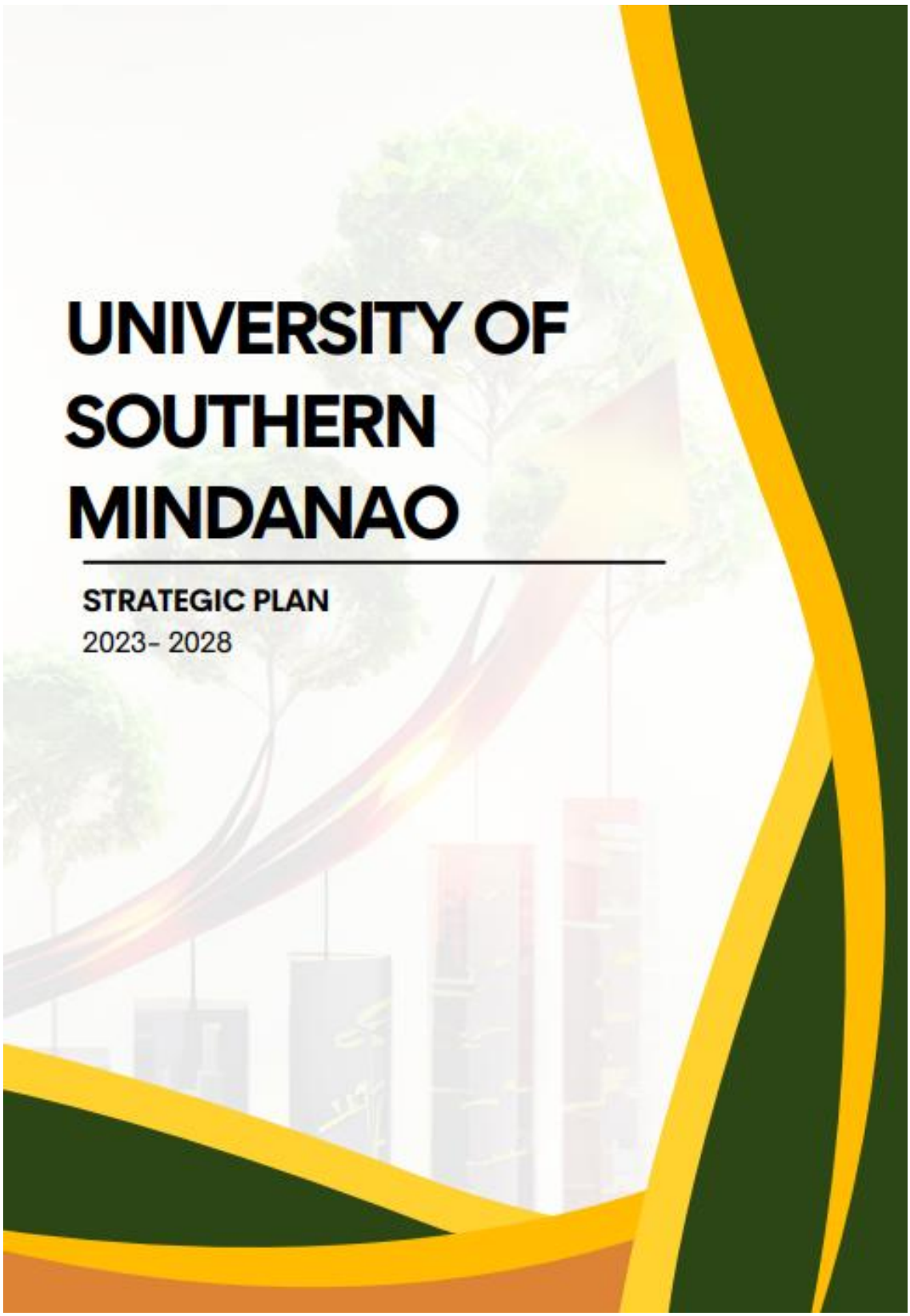


AACCUP LEVEL 1 ACCREDITATION

AREA X
ADMINISTRATION

S.1. The institution has an approved Strategic Development Plan (SDP) available in printed and/or electronic forms.

Excerpts from the Strategic Development Plan 2023-2028



Preface

The continuing predicament brought by the pandemic has left no aspect of contemporary life untouched and higher education is no exception. This sudden and strenuous shift has caused a dramatic and profound impact on higher education institutions. The role of the University has become crucial as confronted with changes in the educational landscape in the Philippines. Yet, the University of Southern Mindanao confidently responded without compromising the quality of higher and advanced education.



The state of the university exemplifies positivity, strength, flexibility, and development. These were apparent through the following indicators: increased number of the student population; strengthened scholarship; the presence of competent faculty members, researchers, and staff; commitment to sustain ISO standards; maintained Center of Excellence (COE) status for the College of Agriculture and Center of Development (COD) status for the Department of Biology and the College of Veterinary Medicine; engaged researchers; publication of research outputs in distinguished journals; esteemed community involvement. Truly, the University manifested robust uphold to its vision of providing quality and relevant education amidst the COVID-19 pandemic.

University of Southern Mindanao

Strategic Plan 2023-2028

Preface

In the sustainable development goals, higher education institutions (HEIs) are expected to help address goals number 1 (end poverty in all its forms everywhere), and 4 (ensure inclusive and equitable quality education and promote lifelong learning opportunities for all).

In AmBisyon Natin 2040, the Philippines shall be a prosperous, predominantly middle-class society where no one is poor. People will enjoy long and healthy lives, are smart and innovative, and will live in a high-trust society. Geared towards this aspirations, the current administration of President Ferdinand R. Marcos, Jr established the Philippine Development Plan 2023-2028 to serve economic and social transformation that accelerates deep economic and social recovery toward prosperous, inclusive and resilient prosperity.

Taking off the lessons learned during the pandemic that changed crucially the educational landscape of Philippine Higher Education, the USM Strategic Plan 2023-2028 takes on the underlying theme of promoting human development by improving education and lifelong learning. By 2028, Filipinos are envisioned to be smart and innovative with learning poverty substantially addressed. USM envisions learners to access high-quality lifelong learning opportunities that will develop adequate competencies and character qualities which will allow them to thrive in society and the world of work.



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

GENERAL OBJECTIVES

The Code of the University of Southern Mindanao states the following general objectives, as follows:

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.

CORE VALUES

G oodness, or the adherence of university constituents in accordance with the natural and human laws;

R Responsiveness, 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,

E Excellence, or the desire to fully develop one's potential,

A Assertion of Right, or gracefully asserting one's needs and

T Truthfulness, which is the pursuit of truth as a means for enlightenment and as a personal guide for living.

The core values put together form the abbreviation G R E A T

QUALITY POLICY STATEMENT

The University of Southern Mindanao, as a premier university, is committed to provide quality instruction, research development and extension services and resource generation that exceed stakeholders' expectations through the management of continual improvement efforts on the following initiatives:

1. Establish Key Result Areas and performance indicators across all mandated functions;
2. Implement quality educational programs;
3. Guarantee competent educational service providers;
4. Spearhead need-based research outputs for commercialization, publication, patenting, and develop technologies for food security, climate change mitigation and improvement in the quality of life;
5. Facilitate transfer of technologies generated from research to the community for sustainable development;
6. Strengthen relationship with stakeholders;
7. Sustain good governance and culture sensitivity; and
8. Comply to customer, regulatory and statutory requirements.

STRATEGIC GOALS

KEY RESULTS AREAS (KRA)

STRATEGIC OBJECTIVES

KEY PERFORMANCE INDICATORS (KPI)



University of Southern Mindanao

Strategic Plan 2023-2028

STRATEGIC GOALS

- Locally and Globally Competitive Graduates
- Develop inclusive innovations
- Develop market driven business portfolio
- Transform lives of partner-beneficiaries in the service areas of USM
- Build innovative and sustainable governance ecosystem

Unversity of Southern Mindanao

Strategic Plan 2023-2028

SUSTAINABILITY OF THE PLAN

An established monitoring, review and evaluation mechanisms are put in place to ensure the achievement of the strategic goals. This is to provide decision makers with the necessary and accurate information for the effective and efficient management of the envisioned initiatives. The implementation of strategies has to be monitored, reviewed and evaluated regularly and periodically for many essential reasons among others are as follows: to improve its chances of success; to incorporate the lessons of experience; to identify possible changes such as modifications in guidelines and procedures; and to suggest changes in policies, because of evidence – in practice – of alternative approaches.

The Planning and Development Office (PDO) shall be the primary unit charged with the overall monitoring compliance of the plan. It will be obtaining its data from all responsibility centers of the university which will be submitting such data on a regular basis and as applicable. This is to ensure that plans are achieved accurately and timely.

The Performance Management Team ensures that office targets and measures, as well as the budget are aligned with those of the agency. PMT will conduct assessment on the actual performance of the different functional units following the rating period.

Then, the actual and desired performance will be matched to determine if negative or positive gap exists. When gap is negative, or the actual performance does not meet or exceed the desired performance, the employee will be considered for developmental intervention. However, when performance gap is positive, in which the actual performance is higher than the desired performance, the employee shall be subjected to rewards and recognition.

Mitigation measures shall be set and enforced once the ongoing implementation deviates from the original plan or if not achieved on time. Appropriate developmental interventions shall be introduced and implemented.