AREA II

FACULTY

PARAMETER H:

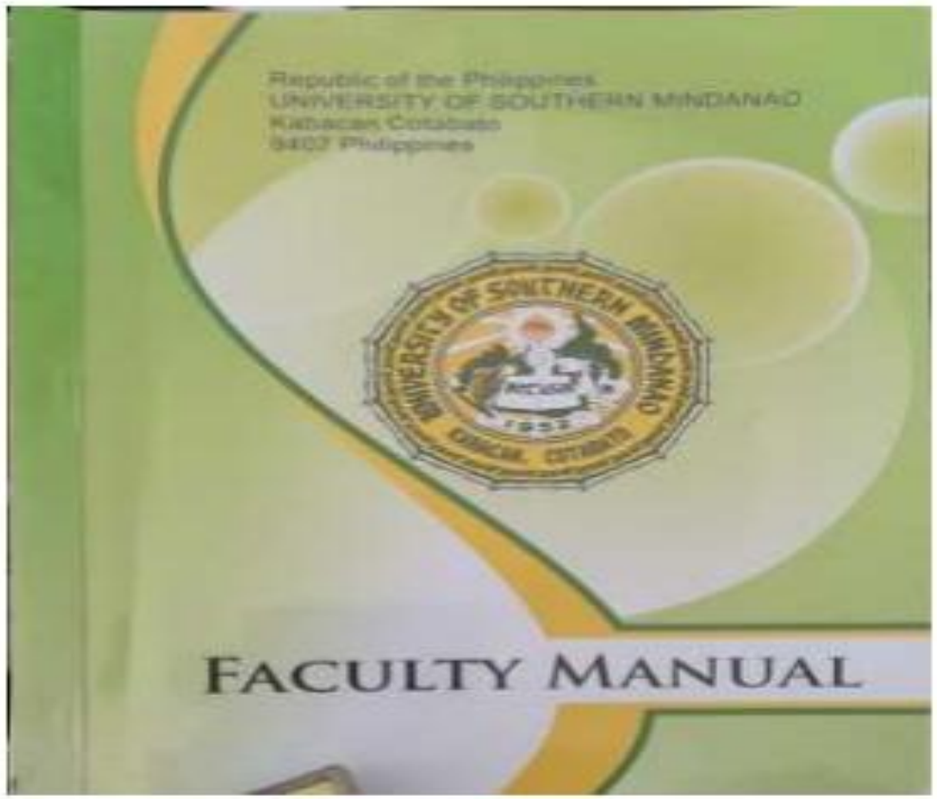
PROFESSIONALISM

S.1

S.1 There are approved SUC Code and SUC Faculty Manual that define the policies, guidelines, rules and regulations affecting the faculty

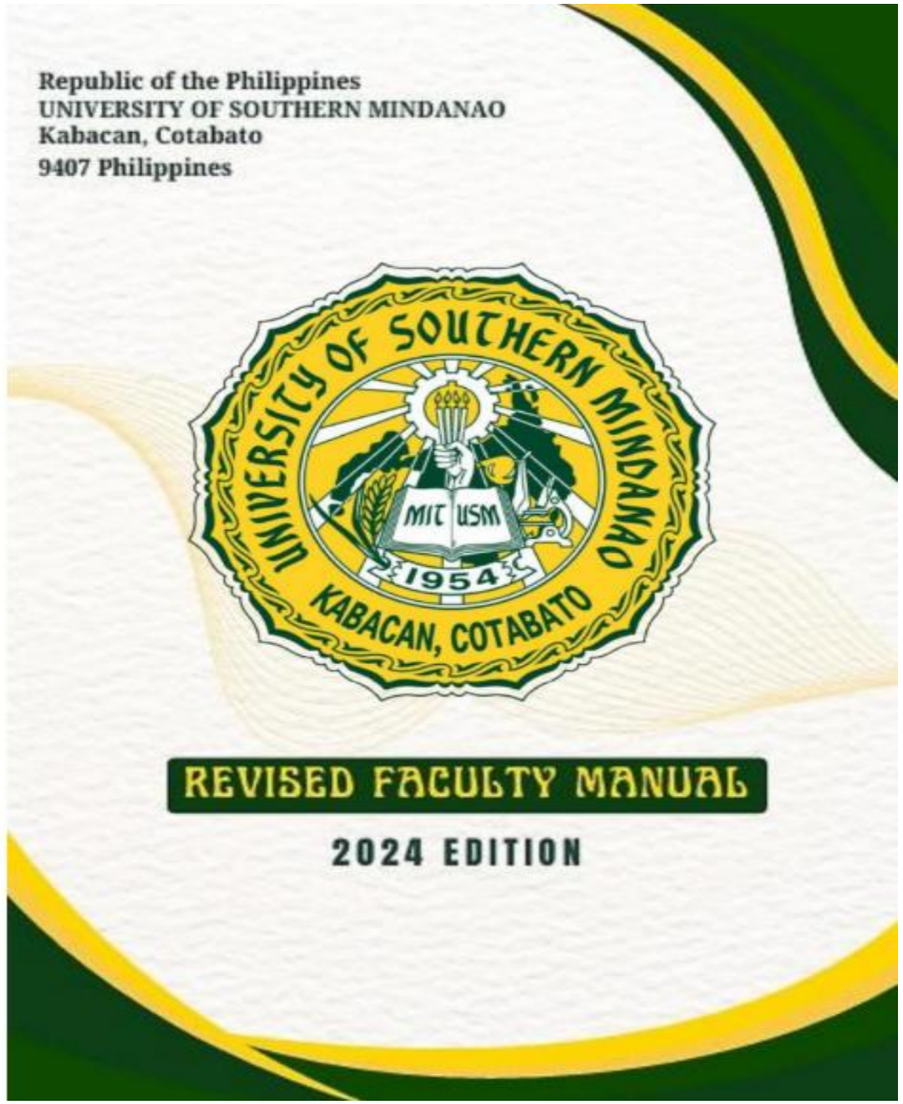
*** USM Faculty Manual, 2005 Edition**

SUC Faculty Manual

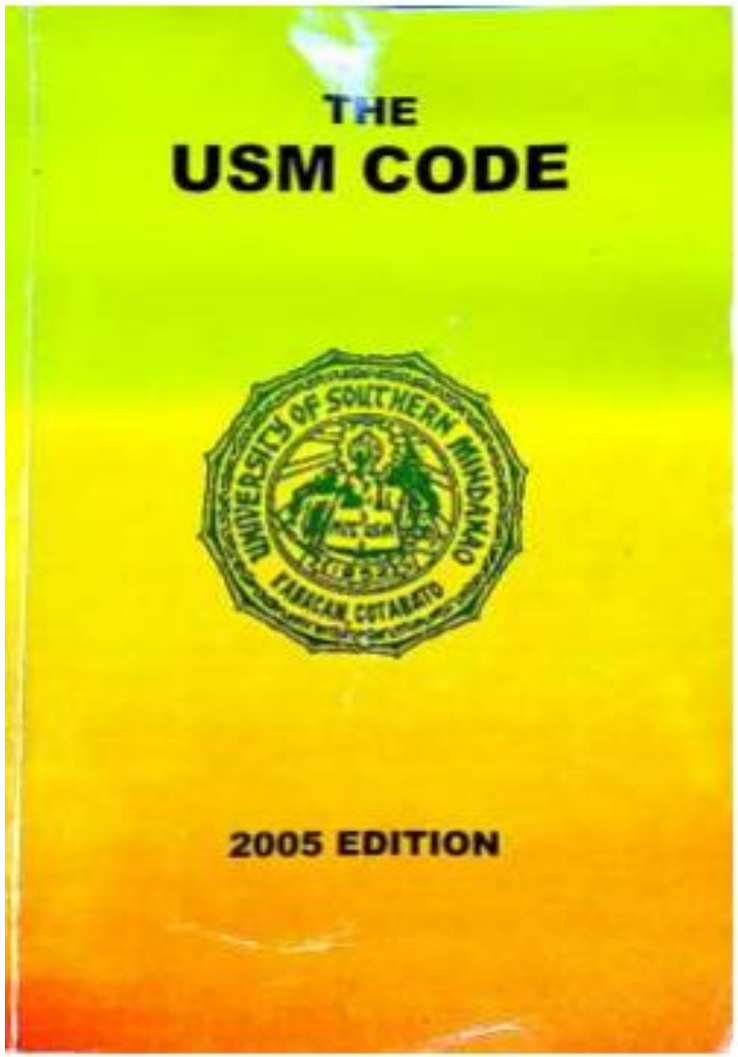




- **USM Revised Faculty Manual, 2024 Edition**



Approved USM Code



PREFACE

By virtue of Presidential Decree No. 1312 issued on March 13, 1978, the Mindanao Institute of Technology (MIT) founded on October 1, 1952 through the efforts of the late Sol Hadja Fatima Matalay Piang, was converted into the University of Southern Mindanao (USM). In effect, the operational and functional structures of the institution were correspondingly reorganized, revised, and expanded to suit its programs to its University status. Since then, the USM has metamorphosed into a more complex organization and has been acclaimed as a premier state institution of higher learning in Southern Philippines. In recent years, the USM has been duly recognized by the Commission on Higher Education (CHED) as one of the national centers of academic excellence in agriculture education.

Needless to state, the old MIT Code has been rendered obsolete and no longer applicable. Thus, on August 22, 1995, USM President Virgilio G. Oliva issued Memorandum No. 72, Series of 1995, constituting the Ad Hoc Committee to review, amend and update the old Code and come up with a new USM Code, composed of the following: the Director for Administrative Services, Rasul M. Buisan as Chairman; the President of the University of Southern Mindanao Employees Union, Prof. Antonio N. Tecardon as Vice Chairman; and the then Director for Finance and Management Services and currently the Vice President for Administration and Finance, Dr. Patesig U. Ampang, the then Director for Instruction, Dr. Nicolas R. Bautista, the late Director for Research, Dr. Arnado G. Oliva, the then Director of Student Affairs, Dr. Teresita R. Cabanial, the then Director of Agro-Industrial Projects Prof. Alfredo A. Evangelista, and the Director of Physical Plant Services, Prof. Benjamin F. Fortinez, as members. In coming up with the revised draft, the Committee was advised to refer to the Codes of other state universities and colleges and other related references for them to adopt as models.

On May 17, 1996, the first draft of the proposed USM Code was submitted to President Oliva for presentation to the Board of Regents, chaired by then DECS Secretary Ricardo T. Gloria for its approval. The USM President, however, deferred the inclusion of the proposed Code in the Agenda of the subsequent meetings of the previous Board since he felt that it still needed some refinement and polishing. Hence, the draft was remanded back to the Committee for further improvement.

The project was set aside for sometime while awaiting for the final passage of the law redefining the composition of governing Boards of state universities and colleges for it was expected that the same would substantially affect many provisions of the proposed Code. Thus, with the advent of Republic Act No. 8292 otherwise known as the Higher Education Modernization Act of 1997, and the constitution of the new Board of Regents under the Chairmanship of then CHED Chairman Angel C. Alcala, the project was revived. Through the efforts of Director Rasul M. Buisan who was tasked to revise the draft in consonance with the new law, the final draft of the proposed Code was finally completed. In coming up with the revised edition, the suggestions of other officials and employees actively involved in the affairs of the University were taken into consideration. Thus new titles, chapters and articles were added.

On February 2, 1998, the USM President issued Memorandum No. 09, Series of 1998, constituting the Critic Committee to review and polish further the final draft with USM President Virgilio G. Oliva himself as Chairman, the then Vice President for Administration and Finance, Dr. Rose Marie B. Bugarin as Vice Chairman with Vice

Revised USM Code, 2012 Edition

