UNIVERSITY OF SOUTHERN MINDANAO

COLLEGE OF BUSINESS, DEVELOPMENT ECONOMICS AND MANAGEMENT

ACCOUNTANCY DEPARTMENT

BACHELOR OF SCIENCE IN MANAGEMENT ACCOUNTING





AACCUP LEVEL 1 ACCREDITATION

AREA I

VISION, MISSION, GOALS AND OBJECTIVES

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

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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.

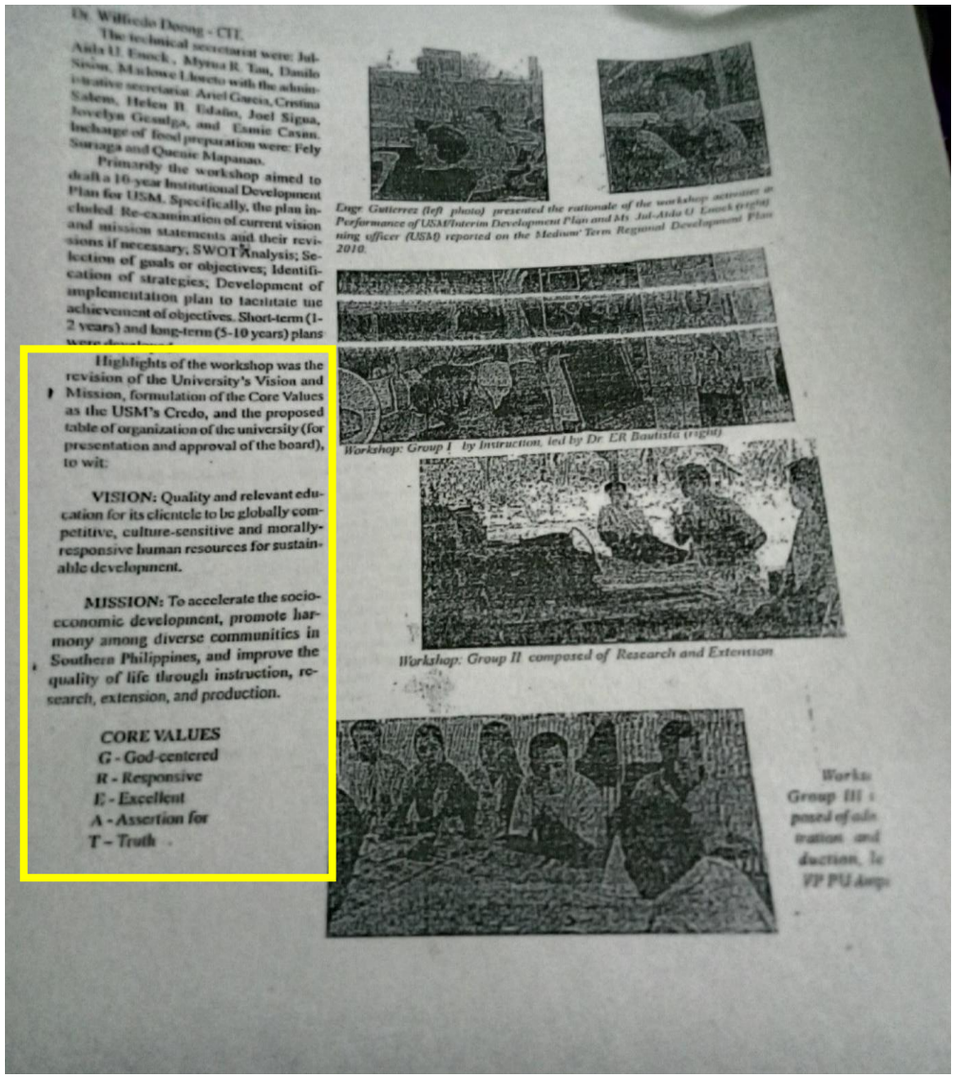
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[15] USM. 1998. The USM Newsletter. November 14, 1998.

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



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



Dr. Wilfredo Doong - CIT.

The technical secretariat were: Jul-Aida U. Enock., Myrna R. Tan, Danilo Sison, Marlowe Lloreto with the administrative secretariat Ariel Garcia, Cristina Salem, Helen B. Edaño, Joel Sigua, Jovelyn Gesuiga, and Esmie Casun. Incharge of food preparation were: Fely Suraga and Quenie 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

Highlights of the workshop was the 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.

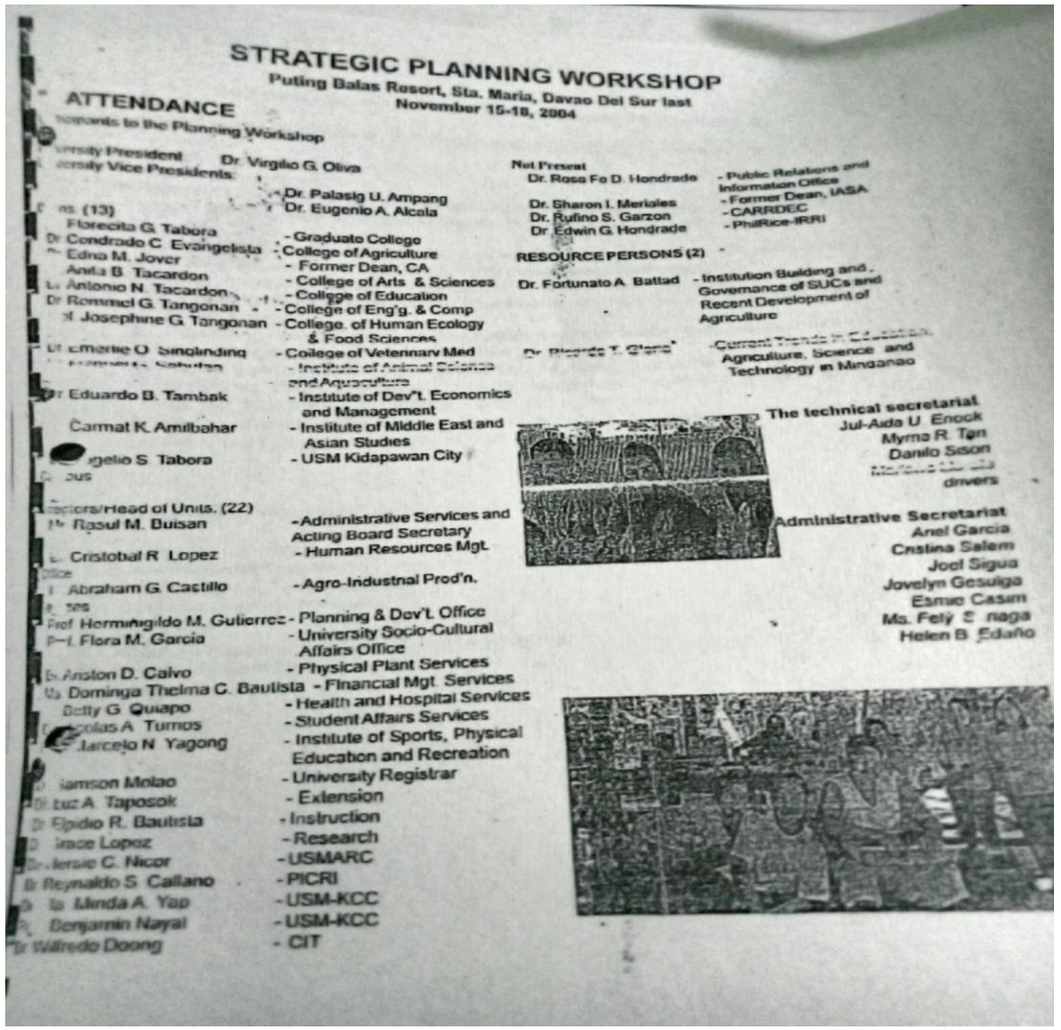
CORE VALUES
G - God-centered
R - Responsive
E - Excellent
A - Assertion for
T - Truth

Engr. Gutierrez (left photo) presented the rationale of the workshop activities as 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)

Workshop: Group II composed of Research and Extension

Works Group III : posed of adm tration and duction, le VP PU Augu



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

ATTENDANCE
...ipants to the Planning Workshop

...rsity President — Dr. Virgilo G. Oliva
...rsity Vice Presidents:
Dr. Palasig U. Ampang
Dr. Eugenio A. Alcala

...rs: (13)
Florecita G. Tabora - Graduate College
Dr. Cendrado 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
...emerie O. Singlinding - College of Veterinary Med
...Institute of Animal Science and Aquaculture
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)
...Rasul M. Buisan - Administrative Services and Acting Board Secretary
...Cristobal R. Lopez - Human Resources Mgt.
...Office
...Abraham G. Castillo - Agro-Industrial Prod'n.
...Sos
Prof. Hermingildo M. Gutierrez - Planning & Dev't. Office
...Flora M. Garcia - University Socio-Cultural Affairs Office
...Anston D. Calvo - Physical Plant Services
...Dominga Thelma C. Bautista - Financial Mgt. Services
Betty G. Quapo - Health and Hospital Services
...olas A. Turnos - Student Affairs Services
...Marcelo N. Yagong - Institute of Sports, Physical Education and Recreation
...iamson Molao - University Registrar
...uz A. Taposok - Extension
Dr. Elpidio R. Bautista - Instruction
...race Lopez - Research
...lersie C. Nicor - USMARC
Dr. Reynaldo S. Callano - PICRI
...la Linda A. Yap - USM-KCC
...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. Clarin - 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 Casum
Ms. Fely S...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 Carmen K Amilbahar
_____Mr Rajul M Busan
_____Dr Cristino R Lopez
_____Dr Abraham G Castillo
_____Prof Hermenigildo M Gutierrez
_____Dr Rosa Fe D Hondrade
_____Dr Rogelio S Tabora*
_____Prof. Flora M. Garcia
_____Dr Betty G Quiapo
_____Dr. Nicolas A Turnos
_____Prof. Marcelo N Yagong
_____Dr. Elpidio R Bautista
_____Dr. Samson Moleo
_____Dr Grace G Lopez
_____Dr. Hersie C Nicor
_____Dr Reynaldo S Callano
_____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
_____Prof Benjamin Nayal
_____Dr Wilfredo Doong

SUPPORT STAFF

_____Mr. Marlowe Loreto
_____Ms. Jul-Aida U Enock
_____Ms. Myrna R Tan
_____Mr. Ariel V Garcia
_____Ms Cristina C Salem
_____Mr Joel Sigua
_____Ms Jovelyn F Gesulga
_____Mr. Danilo Sison
_____Ms. Esmie Casim
_____Ms Fely Sunaga

*Former Deans on leave pursuant 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.

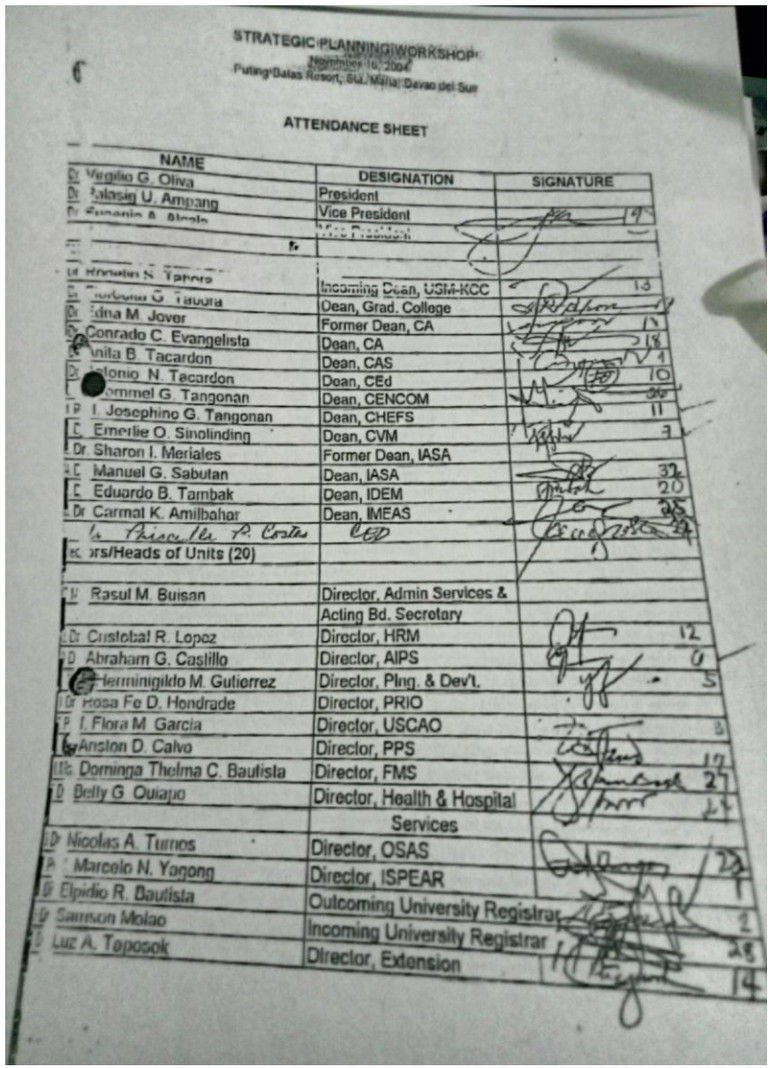
3 Since the venue is along the beach, participants should wear their appropriate attire, bring their toiletries and malong or extra blanket, and,

4 Be guided accordingly.

VIRGILIO G. OLIVA
President

Copy furnished:
VP Palasig U Ampang
VP Kalmegalan B Abdulsan

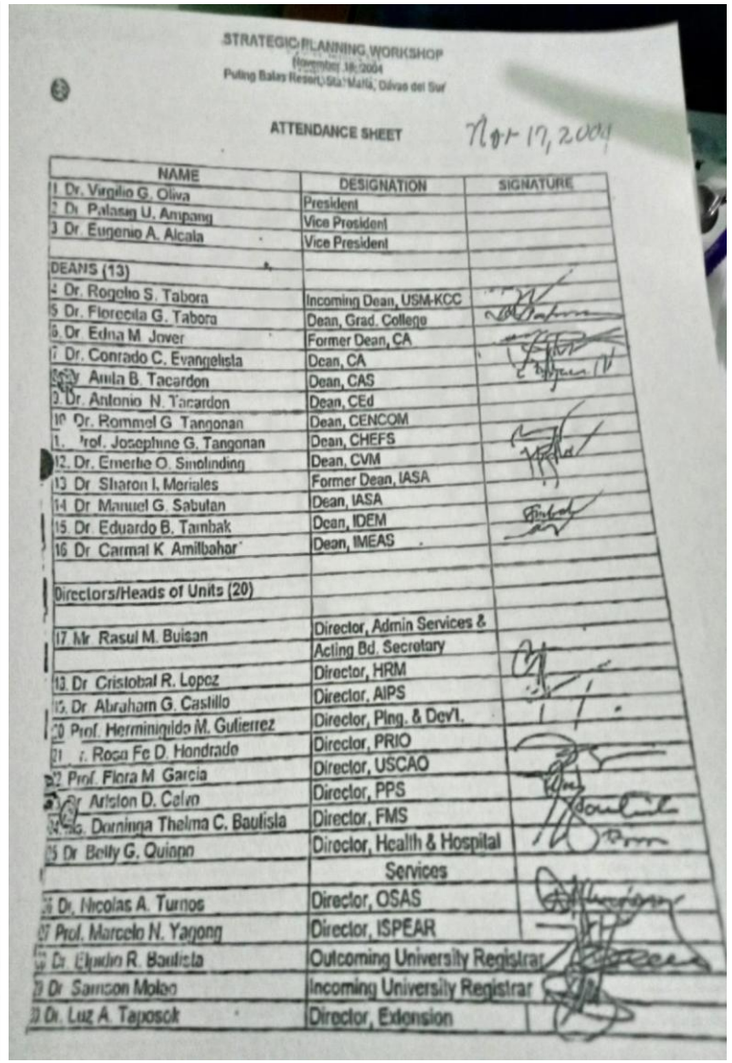
ADMINISTRATIVE COUNCIL MEMBERS PRESENT DURING PLANNING



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

ATTENDANCE SHEET

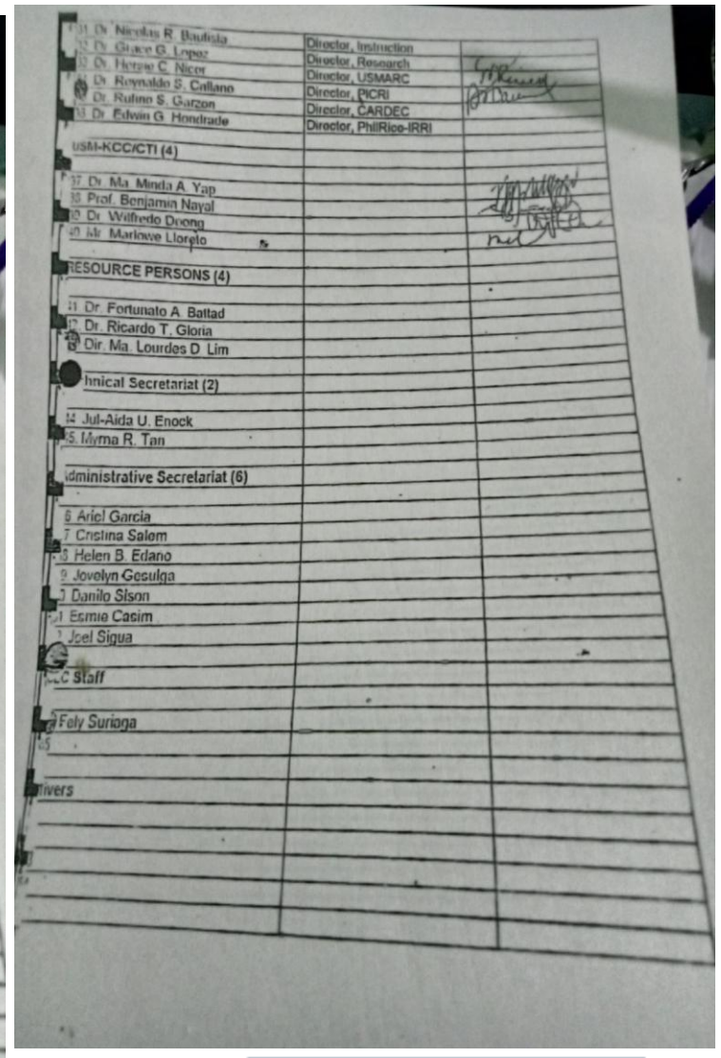
NAME	DESIGNATION	SIGNATURE
Dr. Virgilio G. Oliva	President	
Dr. Palasig U. Ampang	Vice President	
Dr. Eugenio A. Alcala	Vice President	
DEANS (13)		
Dr. Rogelio S. Tabora	Incoming Dean, USM-KCC	
Dr. Florecita G. Tabora	Dean, Grad. College	
Dr. Edna M. Jover	Former Dean, CA	
Dr. Conrado C. Evangelista	Dean, CA	
Dr. Anita B. Tacardon	Dean, CAS	
Dr. Antonio N. Tacardon	Dean, CEd	
Dr. Rommel G. Tangonan	Dean, CENCOM	
Prof. Josephine 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	
Directors/Heads of Units (20)		
Mr. Rasul M. Buisan	Director, Admin Services & Acting Bd. Secretary	
Dr. Cristobal R. Lopez	Director, HRM	
Dr. Abraham G. Castillo	Director, AIPS	
Prof. Herminigildo M. Gutierrez	Director, Plng. & Dev't.	
Dr. Rosa Fe D. Hondrade	Director, PRIO	
Prof. Flora M. Garcia	Director, USCAO	
Dr. Arston D. Calvo	Director, PPS	
Ms. Dominga Thelma C. Bautista	Director, FMS	
Dr. Betty G. Quiapo	Director, Health & Hospital Services	
Dr. Nicolas A. Turnos	Director, OSAS	
Prof. Marcelo N. Yagong	Director, ISPEAR	
Dr. Elpidio R. Bautista	Outcoming University Registrar	
Dr. Samson Molao	Incoming University Registrar	
Dr. Luz A. Taposok	Director, Extension	



STRATEGIC PLANNING WORKSHOP
November 16, 2004
Puting Balay 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	
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30. Dr. Luz A. Taposok	Director, Extension	



31. Dr. Nicolas R. Bautista	Director, Instruction
32. Dr. Grace G. Lopez	Director, Research
33. Dr. Horace C. Nicer	Director, USMARC
34. Dr. Reynaldo S. Cellano	Director, PICRI
35. Dr. Rufino S. Garzon	Director, CARDEC
36. Dr. Edwin G. Hondrade	Director, PhilRice-IRRI
USM-KCC/CTI (4)	
37. Dr. Ma. Minda A. Yap	
38. Prof. Benjamin Nayal	
39. Dr. Wilfredo Doong	
40. Mr. Marlowe Lloreto	
RESOURCE PERSONS (4)	
41. Dr. Fortunato A. Battad	
42. Dr. Ricardo T. Gloria	
43. Dir. Ma. Lourdes D. Lim	
hnical Secretariat (2)	
44. Jul-Aida U. Enock	
45. Myrna R. Tan	
dministrative Secretariat (6)	
46. Ariel Garcia	
47. Cristina Salem	
48. Helen B. Edano	
49. Jovelyn Gesulga	
50. Danilo Sison	
51. Esmie Casim	
52. Joel Sigua	
C Staff	
Fely Suriaga	
ivers	