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

I.2 The administrators/ faculty attend in-service seminars and training on awareness and acceptability of the:

I.2. Mission and Vision of the Institution

FACULTY PROGRAM (VGMO DISSEMINATION)



SIR JALALODEN MAROHOM SPEARHEADING THE MEETING



MAM MITZIE AILEEN ALBA DURING THE OPEN FORUM





PARENTS IN ATTENDANCE DURING THE MEETING

ORIENTATION AND SEMINAR OF FACULTY MEMBERS (VGMO DESSIMINATION)



HRMDO

HRMDO orients new faculty members

The Human Resource Management and Development Office (HRMDO) conducted an orientation to the new faculty members, both permanent and contract of service status, on September 9, 2016 at the USM Skyroom. The orientation started with an opening program which highlighted the message of the USM president, Dr. Francisco Gil N. Garcia.

The orientation proper discussed the following topics: Job Description and Functions, Faculty Performance Evaluation, DTR and Payroll Deductions, Taxation and Academic Load and Code of Ethics for Teachers. The new teachers were also introduced to the library services, T.O.S. making, Grading System and Teaching Strategies.

A total of 63 new faculty members from CAS, ISPEAR, CED, CENCOM, CEDBM, CHS, USM-KCC and Senior High School Department attended the said orientation.

Another orientation shall be scheduled later to discuss more [illegible] like USM Academic Policies, [illegible] Mission, Core Values and the Appro[illegible] Dress Code. JGesulga

USM MONITOR

Volume 36 • No. 3 • ISSN 0115-33773

UNIVERSITY IN-HOUSE REVIEW PROGRAM

Vision-Mission Revisited

UPRIO file

Certified True Copy
MA. JULIET G. CAMADDO
Board Secretary I
USM, Kabacan, Cotabato

USM RDEP Monitor
University of Southern Mindanao, Kabacan, Cotabato
ISSN 0115-3773, NG Tangonan, Editor; MR Tan, Managing Editor; CR Jeruta, Editorial Assistant
http://www.usm.edu.ph/rdpo
Vol. 24 • No. 4 • December 2004

Strategic planning at Kisulad (WOW-KISS)

Myrna R. Tan



Dr. Fortunato A. Battad

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. Herminigildo M. Gutierrez conducted a four-day Strategic Planning Workshop at Puting Balas 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 T. Gloria who hosted the workshop. (Thank you very much Sir for sharing to us the wonderful blessings of nature).



Dr. Ricardo T. Gloria

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

Dr. Palasig U. Ampang gave the opening statements on "Policy and Direction Towards Globalization" and Pres. Virgilio G. Oliva gave the "Statement of Thrusts, Policies, & Directions" while Engr. Herminigildo M. Gutierrez presented the rationale

page 2



Dr. Battad (left photo, center) and Dr. Gloria (right photo, left) received their plaques of appreciation as resource persons during the Strategic Planning Workshop last Nov. 15-18, 2004. VP Palasig U. Ampang and Engr. Herminigildo M. Gutierrez witnessed the awarding.

EA Alcala, VP for R & E

Myrna R. Tan



EA Alcala

Known as "Mr. Rubber Man" and "Mr. Agriculture" the new Vice President for Research and Extension of the University of Southern Mindanao, Dr. Eugenio A. Alcala or "Gene" is a man of action. He was designated by the USM President Virgilio G. Oliva last October 16, 2004 until September 22, 2006, a two-year term.

At 60, a busy man with many things to do for the University especially in Research and Extension. A man who's not tired of scouting funds for the research, development and extension

page 14

DV Oria is 2005 PARRFI professorial chair holder



DV Oria

The Philippine Agriculture and Resources Research Foundation, Inc (PARRFI) Board of Trustees has selected Dr. Demetrio V. Oria of the Department of Horticulture, College of Agriculture as the 2005 Professorial Chair awardee. September 16, 2004 to 2005. As a PARRFI awardee he shall consolidate his completed and related researches to come up with a scholarly paper set forth in the terms and conditions by PARRFI.

page 9

PSAS honors CC Pomares



CC Pomares

For the second time Dr. Cayetano C. Pomares, Professor III, now with the College of Agriculture, received a prestigious award from the Philippine Society of Animal Science (PSAS) last October 22, 2004 as the 2004 Nestle Outstanding Professional in Animal Science Extension at the Makati Shangri-La, Makati City. The occasion was during the PSAS 41st Scientific Seminar and Annual Convention and 7th World Buffalo Congress, Hon. Senator Ramon Magsaysay Jr. was the guest speaker. The event was attended by animal scientists, academicians, veterinarians, and people working in related professions around the world. They talked

page 7

and briefing of the workshop activities and the "Performance of USM/Interim Development Plan." Ms. Jul-Aida U. Enock, planning officer (USM) reported on the "Medium Term Regional Development Plan 2004-2010."

There were 59 participants from the USM Administrative Council, deans, directors, and support staff. There were 12 deans present: Drs. Florecita G. Tabora - Graduate College; Conrado C. Evangelista - CA; Edna M. Jover-former dean, CA; Anita B. Tacardon- CAS; Antonio N. Tacardon - CEd; Rommel G. Tangonan - CENCOM; Prof. Josephine G. Tangonan - CHEFS; Drs. Emerlie O. Sinolinding - CVM; Manuel G. Sabutan- IASA; Eduardo B. Tambak - IDEM; Carmat K. Amilbahar -IMEAS; Rogelio S. Tabora- USM-KCC. Likewise, 19 directors and heads of units attended: Mr. Rasul M. Buisan - Admin; Drs. Cristobal R. Lopez - HRMO; Abraham G. Castillo - AIPS; Profs. Herminigildo M. Gutierrez - PDO; Flora M. Garcia - USCAO; Dr. Ariston D. Calvo- PPS; Ms. Dominga Thelma C. Bautista - FMS; Dr. Betty G. Quiapo - Hospital ; Dr. Nicolas A. Turnos -OSA; Prof. Marcelo N. Yagong - ISPEAR; Drs. Samson L. Molao - Registrar; Luz A. Taposok- Extension; Elpidio R. Bautista-Instruction; Grace Lopez - Research; Hersie C. Nicor - USMARC; Reynaldo S. Callano - PICRI; Ma. Minda A. Yap and Prof. Benjamin Nayal from USM-KCC; Dr. Wilfredo L. Doong - CIT.

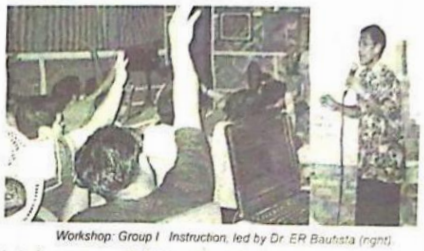
The technical secretariat were: Jul-Aida U. Enock, Myrna R. Tan, Danilo Sison, Marlowe Lloreto with the administrative secretariat: Ariel V. Garcia, Cristina C. Salem, Helen B. Edaño, Joel G. Sigua, Jovelyn F. Gesulga, and Esmie Casim. Incharge of food preparation were: Fely Suriaga and Quenie Mapanao.

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 were developed.

Highlights of the workshop were the revisions 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).



Engr. Gutierrez (left photo) presented the rationale of the workshop activities, the Performance of USM/Interim Development Plan and Ms. Jul-Aida U. E (right), planning officer (USM) reported on the Medium Term Regional Development Plan 2004-2010.



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



Workshop: Group II composed of Research and Extension, led by Dr. HC



Workshop: Group III composed of administration and production, led by VP PUA.

Certified True Copy:

MA. JULIET G. CAMADDO
Board Secretary I
USM, Kabacan, Cotabato

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I. Strategic Planning at Kisulad (WOW-KISS)



Dr. Fortunato A. Battad



Dr. Ricardo T. Gloria

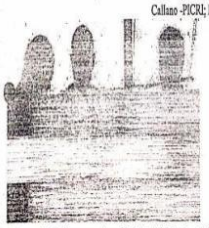
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There were 59 participants from the USM Administrative Council and 12 deans present: Drs. Florecita G. Tabora - Graduate College; Conrado C. Evangelista - CA; Edna M. Jover- Former Dean, CA; Anita B. Tacardon- CAS; Antonio N. Tacardon - CED; Rommel G Tangonan - CENCOM; Prof. Josephine G. Tangonan - CHEPS; Drs. Emerlie O. Sinolinding - CVM; Manuel G Sabutan- IASA; Eduardo B. Tambak - IDEM; Carmat K. Amilbahar -IMEAS; Rogelio S. Tabora- USM-KCC. Likewise, 20 directors and heads of units attended: Mr. Rasol M. Butisan - Admin; Drs. Cristobal R. Lopez - HRMO; Abraham G. Castillo - AIPS; Profs. Herminigildo M. Gutierrez - PDO; Flora M. Garcia - USCAO; Dr. Ariston D. Calvo- PPS; Ms. Dominga Thelma C. Bautista - FMS; Dr. Betty G. Quispo - Hospital; Dr. Nicolas A. Turnos -OSA; Prof. Marcelo N. Yagong - ISPEAR; Drs. Samson Molan - Registrar; Luz A. Taposol- Extension; Fleidio R. Bautista- Instruction; Dr. Grace Lopez - Research; Hersie C. Nicor - USMARC; Reynaldo S. Callano -PICRI; Ma. Minda A. Yap and Prof. Benjamin Nayal from USM-KCC.





Dr. Battad (left Photo, center) and Dr. Gloria (right photo, left) receive their plaques of appreciation as resource persons during the Strategic Planning Workshop last Nov. 15-18, 2004. VP Palasig U. Ampang and Engr. Herminigildo M. Gutierrez witnessed the awarding.

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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 Gesulga, and Esmie Casim. Incharge of food preparation were: Fely Suriaga and Quenie Mapanao.

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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.

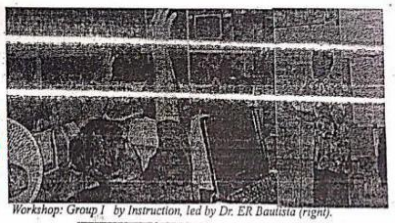
MISSION: To accelerate the socio-economic development, promote harmony among diverse communities in Southern Philippines, and improve the quality of life through instruction, research, extension, and production.

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 and 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 Amp

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STRATEGIC PLANNING WORKSHOP

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

ATTENDANCE

...icipants to the Planning Workshop

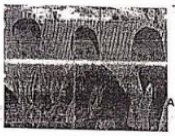
...versity President: Dr. Virgilio G. Oliva
...versity Vice Presidents:
Dr. Palasig U. Ampang
Dr. Eugenio A. Alcala

...ns: (13)
...r. Florecita G. Tabora - Graduate College
Dr. Condrado C. Evangelista - College of Agriculture
...r. Edna M. Jover - Former Dean, CA
...r. Anita B. Tacardon - College of Arts & Sciences
Dr. Antonio N. Tacardon - College of Education
...r. Rommel G. Tangonan - College of Eng'g. & Comp
...of. Josephine G. Tangonan - College. of Human Ecology & Food Sciences
...r. Emerlie O. Sinolinding - College of Veterinary Med
...manuel G. Sabuitan - Institute of Animal Science and Aquaculture
...r. Eduardo B. Tambak - Institute of Dev't. Economics and Management
...Carmat K. Amilbahar - Institute of Middle East and Asian Studies
...logelio S. Tabora - USM Kidapawan City
...pus

...ectors/Head of Units: (22)
...r. Rasul M. Buisan - Administrative Services and Acting Board Secretary
Dr. Cristobal R. Lopez - Human Resources Mgt.
...ffice
...r. Abraham G. Castillo - Agro-Industrial Prod'n.
...rices
...Prof. Herminigildo M. Gutierrez - Planning & Dev't. Office
...of. Flora M. Garcia - University Socio-Cultural Affairs Office
Dr. Ariston D. Calvo - Physical Plant Services
...Dominga Thelma C. Bautista - Financial Mgt. Services
...Betty G. Quiapo - Health and Hospital Services
...icolas A. Turnos - Student Affairs Services
...Marcelo N. Yagong - Institute of Sports, Physical Education and Recreation
...Samson Molao - University Registrar
...r. Luz A. Taposok - Extension
...Elpidio R. Bautista - Instruction
...Grace Lopez - Research
...r. Hersie G. Nicor - USMARC
...Reynaldo S. Callano - PICRI
...Ms. Minda A. Yap - USM-KCC
...Benjamin Nayal - USM-KCC
...Wilfredo Doong - CIT

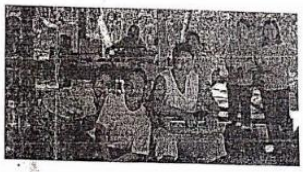
Not Present
Dr. Rosa Fe D. Hondrade - Public Relations and Information Office
Dr. Sharon I. Meriales - Former Dean, IASA
Dr. Rufino S. Garzon - CARRDEC
Dr. Edwin G. Hondrade - PhilRice-IRRI

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
Marlene Nuneta
drivers

Administrative Secretariat
Ariol Garcia
Cristina Salem
Joel Sigua
Jovelyn Gesulga
Esmie Casim
Ms. Fely Siriaga
Helen B. Edaño



4

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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

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Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Tel Nos. 63 (64) 248-2136; 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. Carmat K. Amilbahar
_____Mr. Rasul M. Buisan
_____Dr. Cristobal R. Lopez
_____Dr. Abraham G. Castillo
_____Prof. Herminigildo M. Gutierrez

_____Dr. Rosa Fe D. Hondrade
_____Dr. Rogelio S. Tabora*
_____Prof. Flora M. Garcia
_____Dr. Ariston D. Calvo
_____Dr. Betty G. Quiapo
_____Dr. Nicolas A. Turnos
_____Prof. Marcelo N. Yagong
_____Dr. Elpidio R. Bautista
_____Dr. Samson Molao
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_____Dr. Edwin G. Hondrade
_____Dr. Florecita G. Tabora
_____Dr. Luz A. Taposok

_____Dr. Edna M. Jover*
_____Dr. Sharon I. Meriales*

USM-KCC
_____Dr. Ma. Minda A. Yap
_____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 Suriaga

Former Deans included to assist their recent replacements

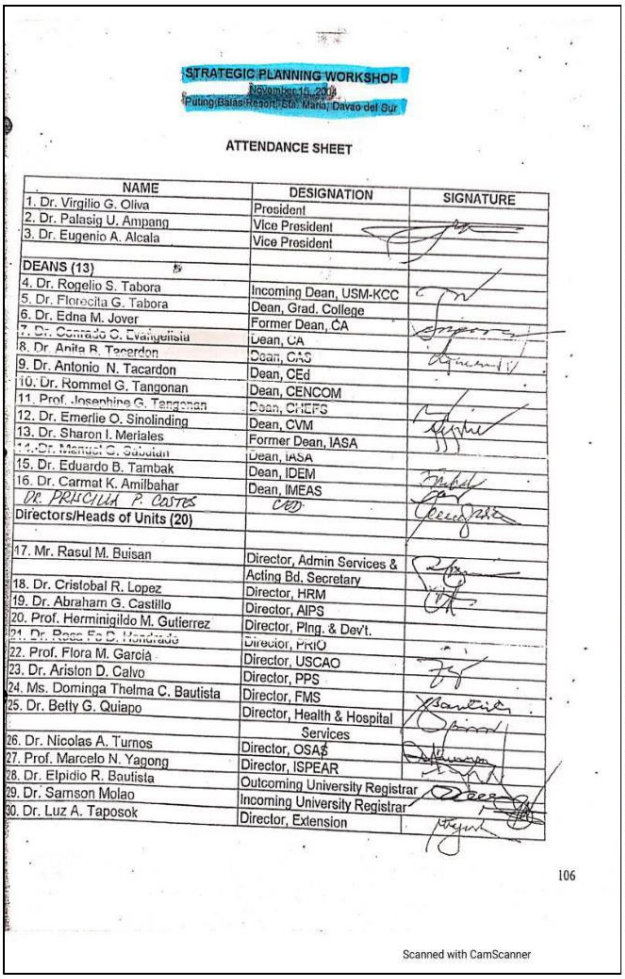
SUBJECT: **ATTENDANCE AND PARTICIPATION IN STRATEGIC PLANNING WORKSHOP ON NOVEMBER 15-19, 2004 AT THE KISULAD PUTING BALAS RESORT, STA. MARIA, DAVAO DEL SUR**

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. Abdulsani

...IN DIVERSITY AND
...STAINABLE DEVELOPMENT IN
...INDANAO THROUGH QUALITY AND RELEVANT EDUCATION."

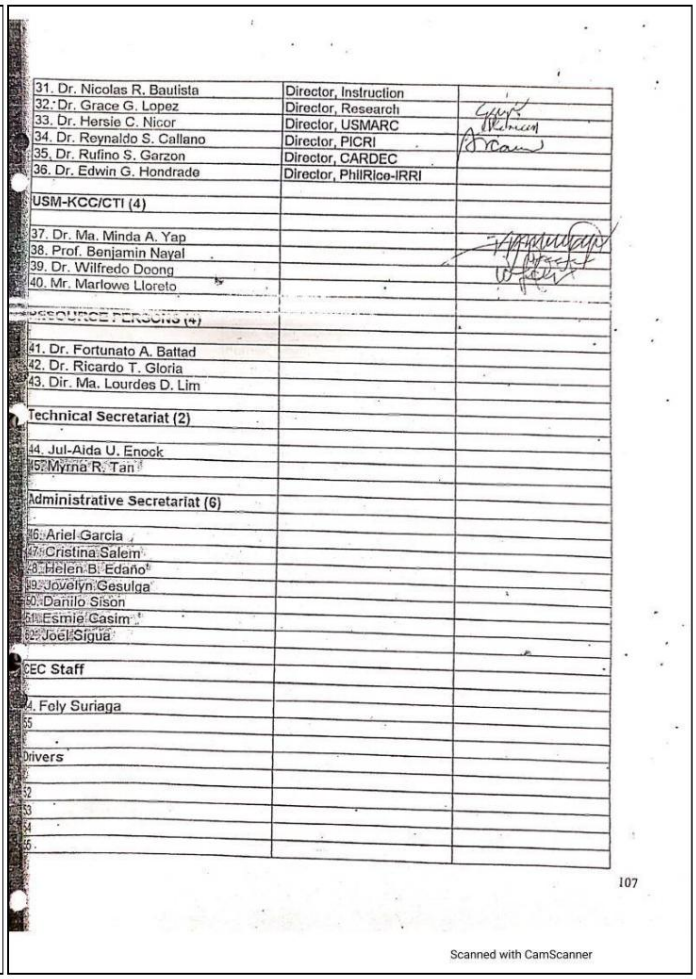


STRATEGIC PLANNING WORKSHOP
November 15, 2019
Putting Balas Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET

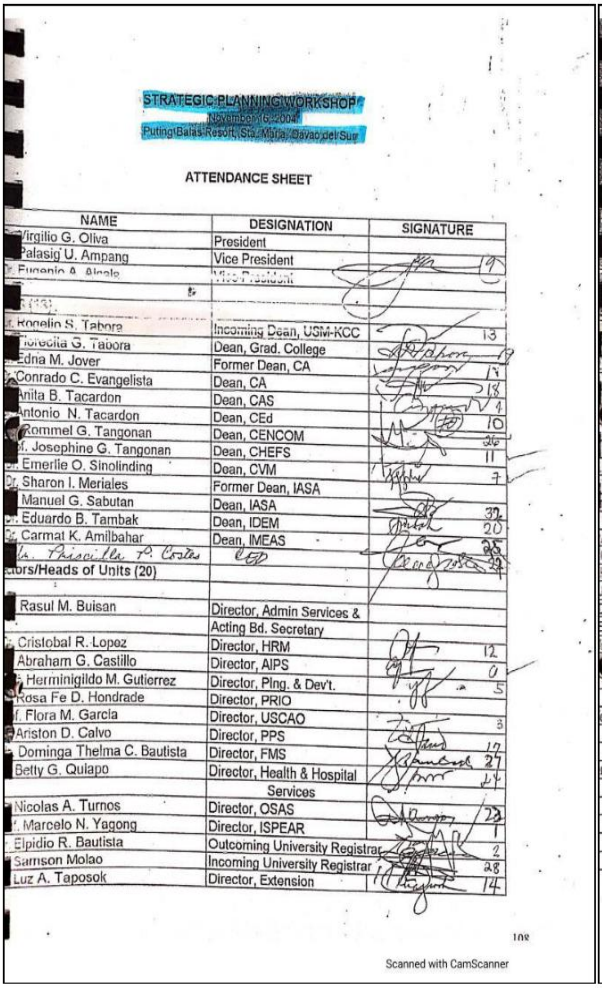
NAME	DESIGNATION	SIGNATURE
1. Dr. Virgilio G. Oliva	President	
2. Dr. Palasig U. Ampang	Vice President	
3. Dr. Eugenio A. Alcala	Vice President	
DEANS (13)		
4. Dr. Rogelio S. Tabora	Incoming Dean, USM-KCC	
5. Dr. Florecita G. Tabora	Dean, Grad. College	
6. Dr. Edna M. Jover	Former Dean, CA	
7. Dr. Conrado O. Evangelista	Dean, CA	
8. Dr. Anita R. Tegerdon	Dean, CAS	
9. Dr. Antonio N. Tacardon	Dean, CEd	
10. Dr. Rommel G. Tangonan	Dean, CENCOM	
11. Prof. Josephine G. Tangonan	Dean, CHERS	
12. Dr. Emerlie O. Sinolinding	Dean, CVM	
13. Dr. Sharon I. Meriales	Former Dean, IASA	
14. Dr. Manuel C. Sabolan	Dean, IASA	
15. Dr. Eduardo B. Tambak	Dean, IDEM	
16. Dr. Carmat K. Amilbahar	Dean, IMEAS	
DR. PRISCILLA P. CASTES	OIC	
Directors/Heads of Units (20)		
17. Mr. Rasul M. Buisan	Director, Admin Services &	
	Acting Bd. Secretary	
18. Dr. Cristobal R. Lopez	Director, HRM	
19. Dr. Abraham G. Castillo	Director, AIPS	
20. Prof. Herminigildo M. Gutierrez	Director, Plng. & Dev't.	
21. Dr. Rose Fe D. Honrade	Director, PRIO	
22. Prof. Flora M. Garcia	Director, USCAO	
23. Dr. Ariston D. Calvo	Director, PPS	
24. Ms. Dominga Thelma C. Bautista	Director, FMS	
25. Dr. Betty G. Quiapo	Director, Health & Hospital	
	Services	
26. Dr. Nicolas A. Turnos	Director, OSAS	
27. Prof. Marcelo N. Yagong	Director, ISPEAR	
28. Dr. Elpidio R. Bautista	Outcoming University Registrar	
29. Dr. Samson Molao	Incoming University Registrar	
30. Dr. Luz A. Taposok	Director, Extension	

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31. Dr. Nicolas R. Bautista	Director, Instruction	
32. Dr. Grace G. Lopez	Director, Research	
33. Dr. Hersie C. Nicor	Director, USMARC	
34. Dr. Reynaldo S. Callano	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		
Technical Secretariat (2)		
44. Jul-Aida U. Enock		
45. Myrna R. Tan		
Administrative Secretariat (6)		
46. Ariel Garcia		
47. Cristina Salem		
48. Helen B. Edaño		
49. Jovelyn Gesulga		
50. Danilo Sison		
51. Esmie Caslm		
52. Joel Sigua		
CEC Staff		
54. Fely Suriaga		
55		
Drivers		
52		
53		
54		
55		

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STRATEGIC PLANNING WORKSHOP
November 6, 2004
Putingbalas Resort, Sta. Maria, Davao del Sur

ATTENDANCE SHEET

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

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Dr. Nicolas R. Baulista	Director, Instruction	
Dr. Grace G. Lopez	Director, Research	
Dr. Hersie C. Nicor	Director, USMARC	
Dr. Reynaldo S. Callano	Director, PICRI	
Dr. Rufino S. Garzon	Director, CARDEC	
Dr. Edwin G. Hondrade	Director, PhilRice-IRRI	
USM-KCC/CTI (4)		
Dr. Ma. Minda A. Yap		
Prof. Benjamin Nayal		
Dr. Wilfredo Doong		
Mr. Marlowe Lloreto		
RESOURCE PERSONS (4)		
Dr. Fortunato A. Baliad		
Dr. Ricardo T. Gloria		
Dra. Ma. Lourdes D. Lim		
Technical Secretariat (2)		
Jul-Aida U. Enock		
Myrna R. Tan		
Administrative Secretariat (6)		
Ariel Garcia		
Cristina Salem		
Helen B. Edaño		
Jovelyn Gesulga		
Danilo Sison		
Esmie Casim		
Joel Sigua		
Staff		
Buriaga		

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4:15—4:30 PM (15 mins.)	Security Management Services *Prof. Orlando B. Forro*
4:30-5:00	Evaluation & Announcements

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

University 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.

Human Resource Management and Development Office
2nd Floor, Administration Building, USM
Kabacan, North Cotabato 9407
(064) 572-2599, hrmd@usm.edu.ph



ORIENTATION—SEMINAR FOR NEW FACULTY MEMBERS

(Contract of Service)

August 17, 2023
7:00 AM
GS Convention Hall

USM beloved
School so brave and true,
Shines her love for truth and beauty
May she ever live to serve.
USM beloved
To thy name we sing
Faithful shall we be to thee,
All one body, we.
Loyal shall we ever be,
Alma Mater, dear
let her spirit guide us
Towards life's highest goal.

Refrain:
We pledge to thee our love and loyalty
in our hearts for aye!(2x)
USM beloved
Fount of knowledge great,
Flows her love for highest goodness,
We shall cherish evermore.
Be our inspiration,
live within each heart.
As in life we'll do our part;
With thy spirit, serve
God and land and fellowmen
Truth and freedom bring
Hear our voices ringing
Hail, our USM!

(Repeat Refrain)

...y of Ceremony: Ms. Rhea Ann P. Antonio

Part I	
7:00—8-00 AM	Registration
Part II	
8:00—9:00 AM	Opening Program
	Invocation **Christian Prayer—***Ms.Niña Parpan-CBDEM Faculty* **Muslim Prayer—***Mr. Muarif Akmad-CMAHS Faculty*
	National Anthem - *Ms. Alaizah Macapasir-ISPEAR Faculty*
	Words of Welcome **Geoffray R. Atok, Ph.D** *VP for Academic Affairs*
	Presentation of New Faculty Members **Tessie E. Lerios, Ph.D** *Director, HRMDO*
	Message **Francisco Gil N. Garcia, Ph.D** *University President*
Part III—SESSIONS	
9:00—9:15 AM (15 mins.)	**USM History** **Prof. Vilma M. Santos** *Director, UPRIO*
9:15—9:30 AM (15 mins.)	**USM Vision, Mission and Core Values/ONLINE CLEARANCE** **Lawrence Anthony U. Dollente,Ph.D** *Director, UQAO*
Snacks will be served anytime	
9:30—9:40 AM (10 mins.)	**Introduction of USM Admin Council & Members of the Board of Regents** *Ms. Jennifer E. Sinco* *Board Secretary V*

9:40—10:30 AM (20 mins.)	Academic Policies ***Elsa A. Gonzaga,Ph.D*** *Director, Instruction Office*
HR Related Policies	
10:30—11:00 AM (30 mins.)	Office of Legal Services *Atty. Mario M. Bello Jr.,Ed.D*
11:00—12:00 PM (60 mins.)	Leave Privileges/Working Hours/ Dress Code/Deliverables ***Tessie E. Lerios,Ph.D*** *Director, HRMDO*
12:00—1:00 PM	L U N C H
1:00—2:00 PM (60 mins.)	Performance Mgt. System *Nerissa G. Dela Viña,Ph.D* *Coordinator, PM*
2:00—3:00 PM (60 mins.)	**SINTIDO Bootcamp** *Engr. Willie Jones B. Saliling* *Exec. Asst. for SMART University*
3:00—3:15 PM (15 mins.)	Learning&Development Oppurtunities *Mr. Marlon L. Marquez* *HRMDO L&D Head*
Snacks will be served anytime	
3:15—3:30 PM (15 mins.)	Compensation and Benefits *Ms. Quenielyn L. Durendes* *FMS Direcctor*
3:30—4:00 PM (30 mins.)	Research & Extension for New Faculty *Ma.Teodora N. Cabasan,Ph.D* *Vice-President, RDE*
4:00—4:15 PM (15 mins.)	Library Services *Prof. Susan Martinez* *Director, KEPLRC*

I.2.2 Goals of the College/ Academic Unit



USM CBDEM
(https://www.usm.edu.ph/academics/colleges/college-of-business-development-economics-and-management/#1543063276044-68770e72-d1e0)

CBDEM Faculty Members Meeting, which included orientation on Goals of the College



UNIVERSITY OF SOUTHERN MINDANAO

Kabacan, Cotabato

Philippines

ATTENDANCE SHEET

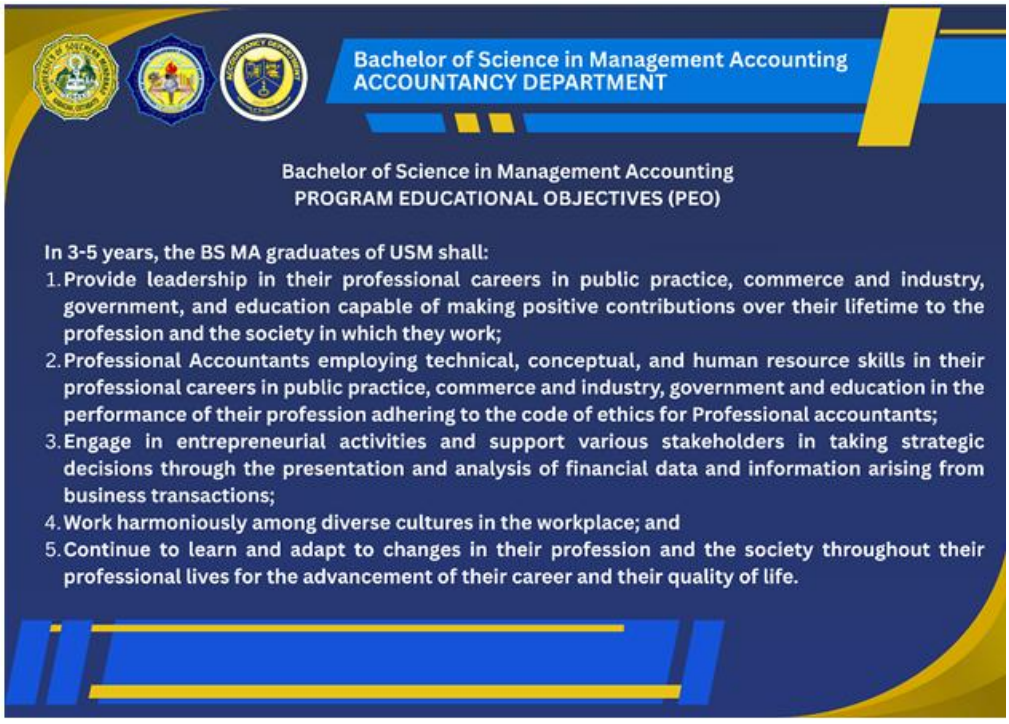
Date:	May 2024 10:30 AM
Venue:	LEC RM
Company Name:	
OTraining OMeeting	
Participants:	CBDEM Faculty
Coordinator:	
Resource Speaker:	

No.	Name	Office	Signature
1.	CABIN, LOYS P.	BA	
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USM-SYS-F21-Rev.2.2020.02.29

I.2.3 PROGRAM OBJECTIVE





COLLEGE-BASED ORIENTATION, which includes College Goals & Objectives

USM-College of Business, Development Economics and Management
July 20 ·

🌿***TALUS KANU SA CBDEM | Freshmen Orientation*** 2026 🌿

"Growing in Every Shade: The Heart of New Beginnings"

Today, July 20, 2026, the CBDEM Covered Court was filled with excitement and anticipation as the College of Business, Development Economics and Management (CBDEM) officially welcomed its newest students through the ***TALUS KANU SA CBDEM Freshmen Orientation***.

The event marked the beginning of a meaningful university journey for our freshmen, who received a heartfelt welcome from the CBDEM faculty and staff, led by College Dean **Cheryl Y. Dulay, DBA**. As part of the program, the faculty members from the college's five departments were formally introduced by their respective Department Chairpersons, giving students the opportunity to meet the mentors who will guide and inspire them throughout their academic journey.

The five departments of CBDEM are:
📘 Accountancy Department
🌾 Agribusiness Department
💼 Business Administration Department
📈 Economics Department
🏛️ Public Administration Department

As our freshmen begin this new chapter, may they continue growing in every shade, embracing every challenge, celebrating every achievement, and discovering the endless possibilities that await them. May this be the start of a journey rooted in excellence, leadership, and service.

Welcome to the CBDEM family! Your heart of new beginnings starts here. 💙💛

#TalusKanuSaCBDEM
#FreshmenOrientation2026
#GrowingInEveryShade
#HeartOfNewBeginnings
#CBDEMFamily See less





DEPARTMENT-BASED ORIENTATION, includes Department and Program Objectives

Junior Philippine Institute of Accountants - USM Chapter
July 21 ·

Fresh Beginnings, Future Accountants!

The journey to becoming an accountant starts with a single step—and today, our freshmen officially took theirs!

Our **Department Orientation** and **Classroom Officer Election** served as a meaningful introduction to the Accountancy program, giving our newest students a glimpse of what lies ahead. From getting to know the department to choosing the leaders who will represent their classes, the day was filled with excitement, learning, and new opportunities.

To welcome them even more warmly, our federation officers distributed specially prepared "**Pamphlet**" designed to help freshmen navigate their new journey. Inside, they discovered what JPIA is all about, its mission and vision, the organization's role in shaping future accounting professionals, and practical insights from upperclassmen. The guide also featured study and survival tips from senior students, the accounting subjects they should prepare for, worthwhile academic resources and investments, and encouraging words of wisdom to inspire them through every challenge ahead.

As you begin this exciting chapter, remember that success in Accountancy is built one lesson, one challenge, and one balanced entry at a time.

Welcome to the family, freshmen! May this be the start of a meaningful, resilient, and rewarding journey toward becoming future Certified Public Accountants.

Lagi't Lagi sa JPIA!

Pamphlet Digital Print:
https://heyzine.com/flip-book/f9c8b74e86.html
https://drive.google.com/.../1gyGmGUT5c2SYnAlpjrn.../view...

#JPIAUSM



