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

A. Statement of Vision, Mission, Goals and Objectives

B. Dissemination and Acceptability

AREA I- VISION, MISSION, GOALS AND OBJECTIVES

PARAMETER A - STATEMENT OF VISION, MISSION, GOALS AND OBJECTIVES

I. SYSTEM-INPUTS AND PROCESSES

1. VISION of the University of Southern Mindanao

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

2. Mission of the University of Southern Mindanao

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

3. Goals of the College of Business, Development Economics and Management

The College of Business, Development Economics and Management aims to produce competent, and responsible professionals who will provide leadership in business, development, economics and management.

2. Core Values

G- Goodness

R- Responsiveness

E- Excellence

A- Assertion of Right and

T- Truth

3. USM Quality Policy Statement

The University of Southern Mindanao, as a premier state university, is committed to provide quality instruction, research, development, 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 and patenting, and develop technologies for food security, climate change mitigation and improvement of quality 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 costumer, regulatory, and statutory requirements.

4. Objectives of the Program

The Bachelor of Science in Management Accounting graduates of USM aims to:

1. Provide leadership in their professional careers in public practice, commerce and industry, government, and education capable of making positive contributions over their lifetime to the profession and the society in which they work;

2. Professional Accountants employing technical, conceptual, and human resource skills in their professional careers in public practice, commerce and industry, government and education in the performance of their profession adhering to the code of ethics for Professional accountants;

3.Engage in entrepreneurial activities and support various stakeholders in taking strategic decisions through the presentation and analysis of financial data and information arising from business transactions;

4. Work harmoniously among diverse cultures in the workplace; and

5.Continue to learn and adapt to changes in their profession and the society throughout their professional lives for the advancement of their career and their quality of life.

7. Procedures in the formulation, monitoring and review of the objectives of the program

a. Faculty and staff meetings are conducted to brainstorm and review the existing objectives of the program.
b. Students' opinions, remarks and suggestions are taken into consideration through interviews, classroom discussion and meetings.
c. Copy of the proposed objectives together with a letter is sent to alumni, parents, some government and non-government agencies and other stakeholders in order for them to provide feedback, suggestions, supplements, etc. These feedbacks and comments are incorporated in the revision of the objectives.
d. Monitoring is done through classroom observation, interview with students, faculty, alumni, parents and some stakeholders as to their knowledge and extent of acceptability of the objectives.

Historical Formulation, Monitoring and Review of the VMGO

- Historical formulation
  The historical formulation of the VMGO was part of the Strategic Planning Workshop held at Kisulad Puting Balas Resort, Sta.Maria, Davao del Sur, held on November 16-18, 2004 and participated in by key officials of the University. Highlight of the workshop was the revision of the University's Vision, Mission, and formulation of the Core Values. The first draft of the Plan was presented for critiquing to members of the Academic Council and representatives from the Student Body Organization on two occasions in 2005; and 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. The final draft of the Plan was approved by the USM Board of regents on October 22, 2005.

- Monitoring and Review
  In the USM 2015 Review, Planning, & Budgeting Workshop & Institutional Development Plan 2016-2020 Formulation held on October 21-24, 2015 at Grand Regal Hotel, Davao City, was reviewed, with new VMGO proposed and deliberated.
  On March 18-19, 2021, members of the USM Education Blueprint Committee held a 2-day planning session, in which, part of the planning was the crafting Vision and Mission. Among the scheduled tasks of the committee after the meeting were the presentation of USM Education Blueprint (UEB) & the new Vision Mission to Faculty Association, to students, then to the USM Stakeholders, to the University President, then to the USM Administrative Council, and finally to the USM Board of Regents for approval.

  The University's current Vision and Mission were created based on the BOR Resolution no. 35, s. 2005. There are no amendments as of now on the VMGO.

II. IMPLEMENTATION

 Stakeholder's participation in the formulation/monitoring/review of the objectives of the program.

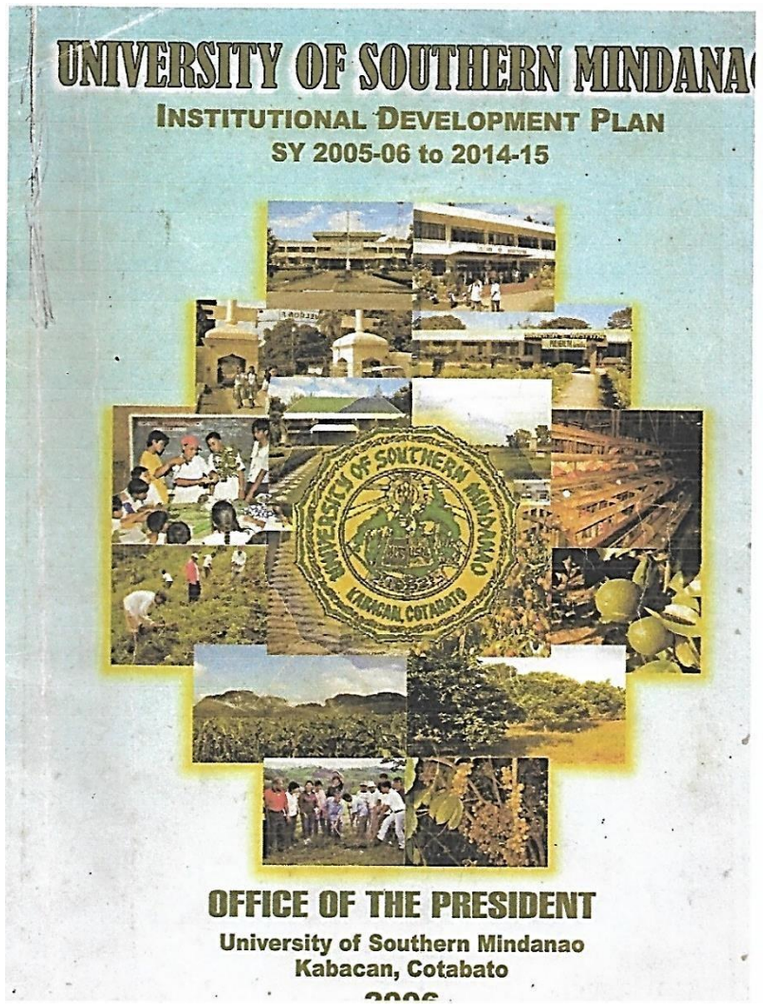
Stakeholders	Nature of Participation	Medium
a. Board of Regents	Deliberation and Approval	BOR Meeting (BOR Res. No. 3505, s. 2005)
b. Administration	Formulation and review of VMGO	Institutional Planning
c. Faculty		Faculty Meetings
d. Non-teaching Personnel		Staff Meetings
e. Students	Review and give feedbacks on VMGO	Student meetings/ Classroom discussions
g. Alumni		Meetings and survey feedbacks with parents; Alumni Homecoming
h. Cooperating Agencies		
i. Industry Sector		
j. Other concerned groups		

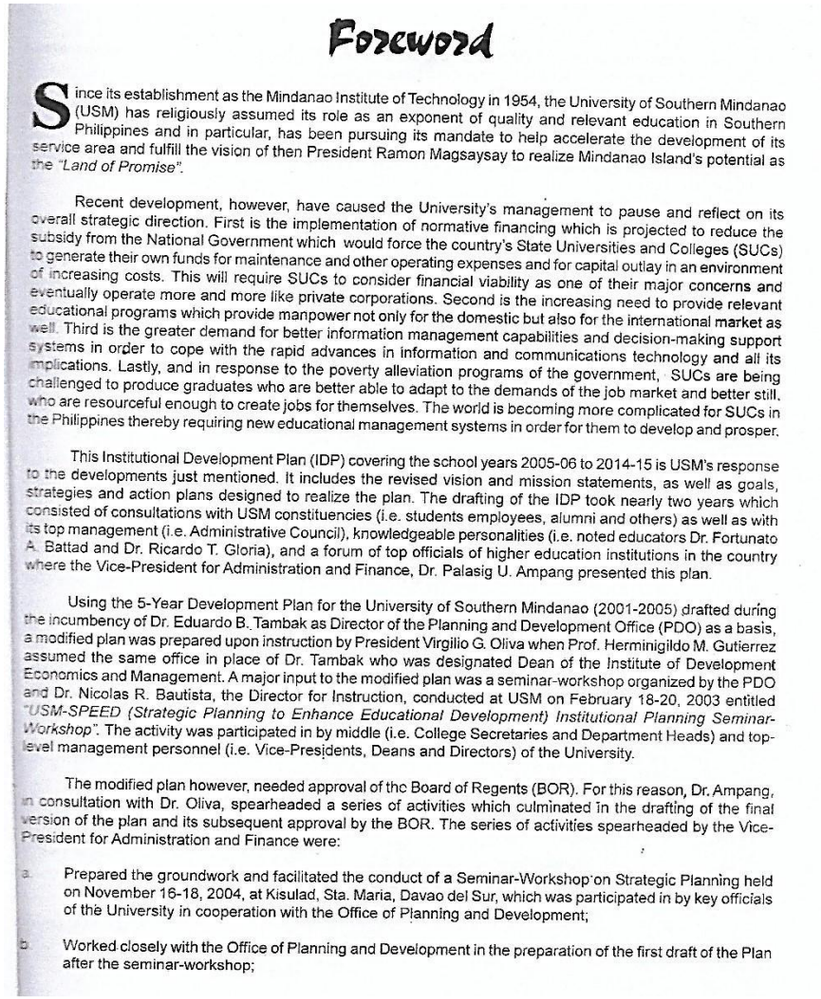
III. OUTCOMES

Present the BOR/BOT Resolution Approving the VMGO; include BOR/BOT Resolution Amendments (if there is any)

The University's vision and mission was created based on the BOR resolution no. 35 s. 2005. There are no amendments as of now on the VMGO.

COPY OF THE INSTITUTIONAL PLAN WHERE THE USM'S VISION, MISSION, GOALS AND OBJECTIVES ARE PLANNED AND FIRST PUBLISHED.





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.

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

COPY OF THE MINUTES OF THE MEETING DURING THE UNIVERSITY ADMINISTRATIVE COUNCIL MEETING

NICOLAS A. TURNOS
11-19-14

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

UNIVERSITY ADMINISTRATIVE COUNCIL MEETING
(Regular)

Date: November 19, 2014
Venue: Board Room
Administration Building
USM Main Campus

PROPOSED AGENDA

1. Faculty Loading
2. Power Saving Measures
3. Security Measures
4. Vernacular Versions of the USM Vision & Mission Statement (Accreditation Requirement)
5. APP Supplement: S & T Equipment
6. MOA with other government and non-government agencies/ organizations
7. MOA for the Construction of the USM Alumni Building and USMECCO Building within the USM Campus
8. Special Budget / Program of Receipts & Expenditures (PRE) for CY 2015 under Fund 164 & Fund 161
9. Targets for CY 2015 (Extracted from the BOR-approved Strategic Plan for 2-13-2017)
10. Fund Augmentation in the amount of Php 1 Million Pesos for the Construction of the University Guidance Center
11. Other Matters

* Confirmation of the Designation of Dr. P. Enriquez as Director of the Hospital/Health Services

Prepared by:

LEONORA P. MANERO, Ed.D.
University & Board Secretary

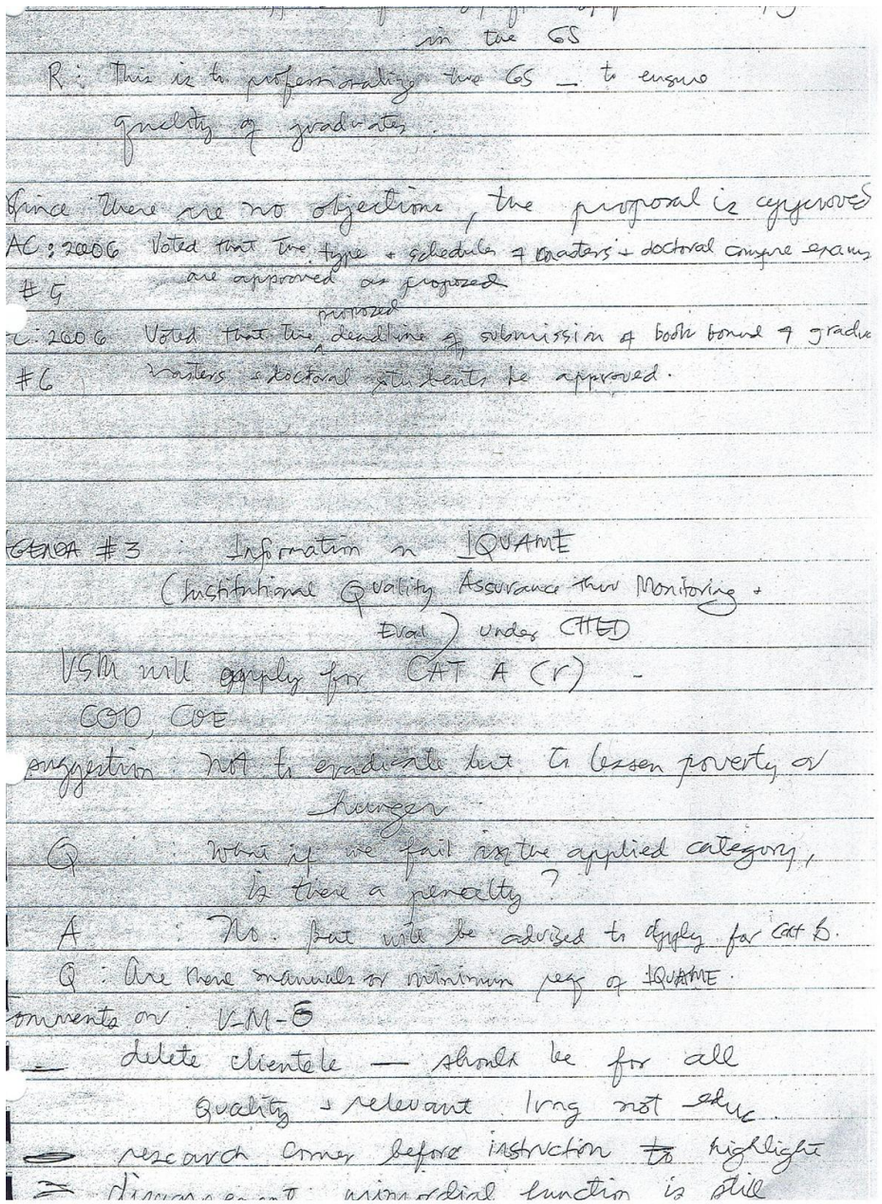
Academic Council
Minutes of the Meeting
November 7, 2006, 00 Clemente Hall
9:00 A.M.

Agenda:
1. Proposal of the CED
2. " " G College
3. Info. Dissemination, Instruction

1. The meeting started with a prayer offered by Dr. Bong Murray
2. VPAA, Dr. Kalinggalan Abdulsani presided over the meeting in the absence of the President, Dr. VGO who is currently attending the ACAP meeting in Manila.

3. Dr. Antonio Tacardon, Dean of the CED, presented and defended the college's proposal on:
Diploma in Elem Edu (DEE) → Diploma in Secondary Educ (DSE)

Queries: Are there schools offering this.
R : Yes
Q : Does this observe standard of CHED – CMO-30, 2004.
R : CHED standards are for BSEd/BEED; the CHED CMO - 30 is silent on diplomates. The program aims to refurbish only the graduates.
Q : Diplomates fall under the college, it must follow the standards of CHED.
R : ~~This a standard~~ The rules of CHED may be set and



in the GS

R: This is to professionalize the GS — to ensure quality of graduates.

Since there are no objections, the proposal is approved

AC: 2006 #5 Voted that the type + schedules of masters + doctoral comprehensive exams are approved as proposed.

C: 2006 #6 Voted that the proposed deadline of submission of book bound of graduate masters + doctoral students be approved.

AGENDA #3: Information on IQUAME (Institutional Quality Assurance then Monitoring + Eval) under CHED

VSM will apply for CAT A (r) -
CCD, COE

suggestion: not to graduate but to lessen poverty or hunger

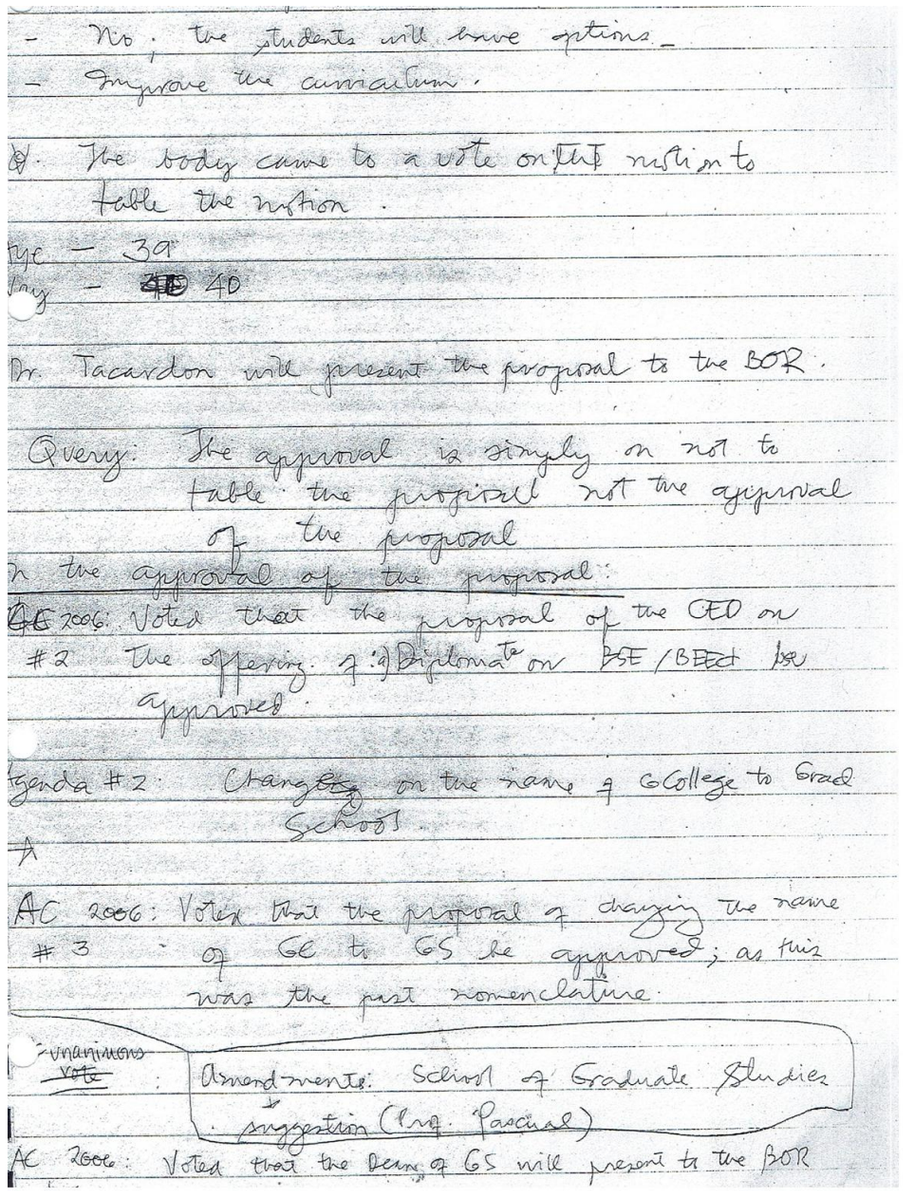
Q: What if we fail in the applied category, is there a penalty?

A: No. But will be advised to apply for Cat B.

Q: Are there manuals or minimum reqs of IQUAME.

Comments on: V-M-G

- Delete clientele — should be for all
- Quality + relevant Irng not educ.
- research comes before instruction to highlight
- dimension: primordial function is still



- No, the students will have options.
- Improve the curriculum.

Q: The body came to a vote on the motion to table the motion.

Aye — 39
Nay — ~~40~~ 40

Dr. Tacardon will present the proposal to the BOR.

Query: The approval is simply on not to table the proposal not the approval of the proposal

on the approval of the proposal:

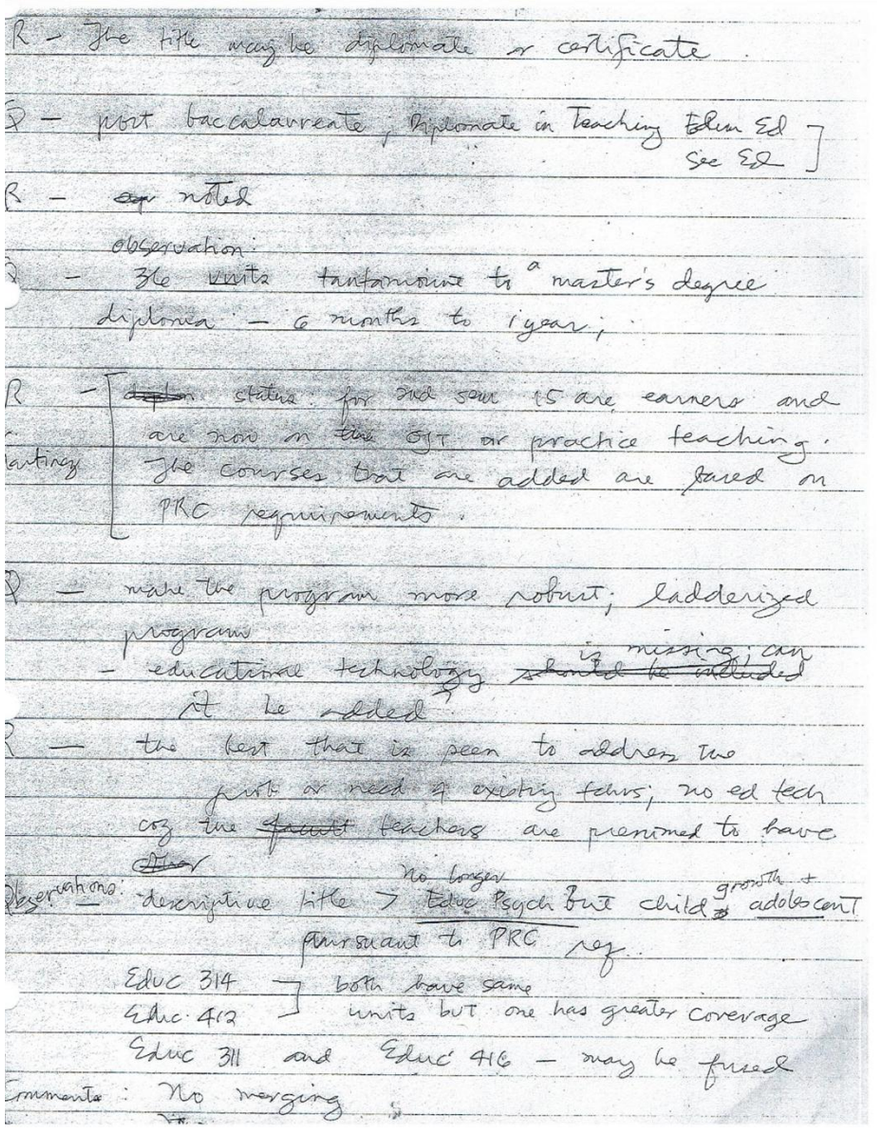
AC 2006: #2 Voted that the proposal of the CED on the offering of 3 Diplomate on BSE/BEED be approved.

Agenda #2: Changing on the name of GCollege to Grad School

AC 2006: #3 Voted that the proposal of changing the name of GE to GS be approved; as this was the past nomenclature.

~~unanimous vote~~: Amendments: School of Graduate Studies
suggestion (Irng. Pascual)

AC 2006: Voted that the Dean of GS will present to the BOR



R – The title may be diplomate or certificate.

P – post baccalaureate, Diplomate in Teaching Educ Ed
See Ed

R – ~~Cap~~ noted

observation:
– The units pertaining to a master's degree diploma – 6 months to 1 year;

R – ~~Caption~~ status: for 2nd sem 15 are earners and are now in the OJT or practice teaching. The courses that are added are based on PRC requirements.

P – make the program more robust; ladderized program
– educational technology ~~should be included~~ is missing; can it be added

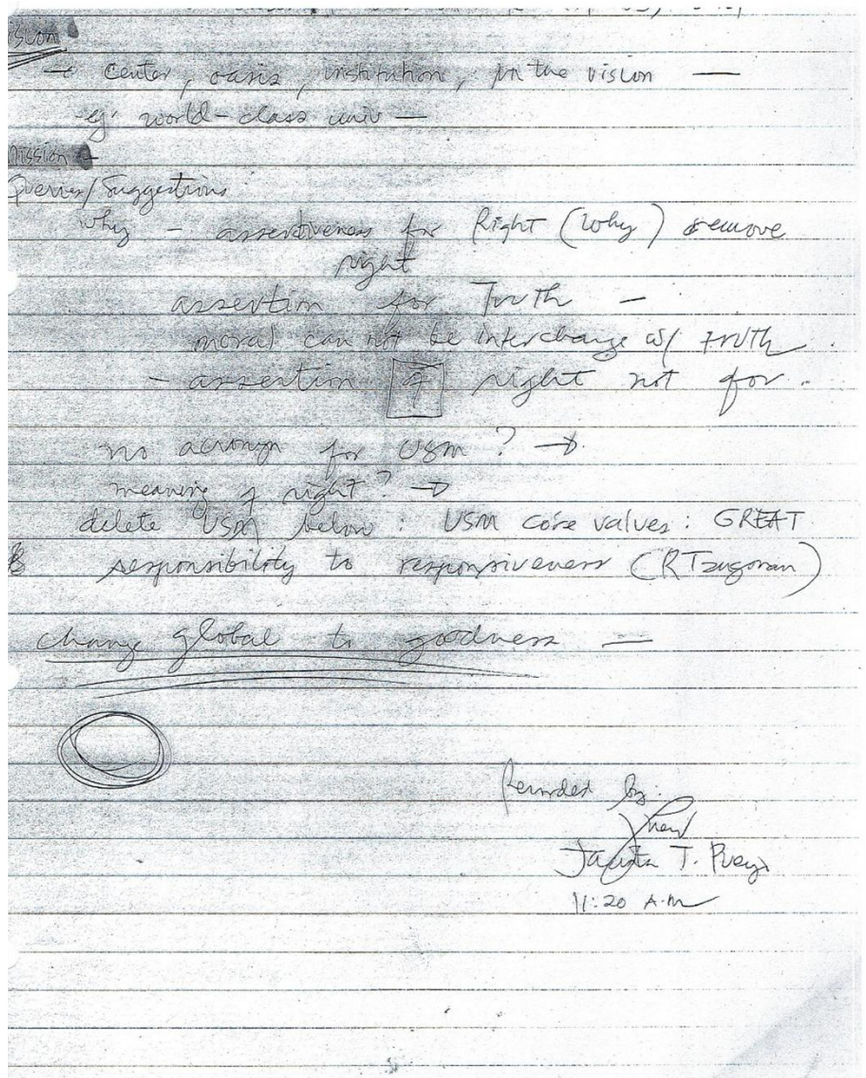
P – the best that is seen to address the post or need of existing ~~fans~~; no ed tech coz the ~~faculty~~ teachers are presumed to have ~~Other~~

Observations: – descriptive title → no longer Educ Psych but child growth + adolescent pursuant to PRC reg.

Educ 314 ⎫ both have same
Educ 412 ⎭ units but one has greater coverage

Educ 311 and Educ 416 – may be fused

Comments: No merging



Scom

– Center, oasis, institution, in the vision —
– e.g. world-class univ —

Mission

Query/Suggestions

Why – assertiveness for Right (Why) & remove right
assertion for Truth –
moral can not be interchange w/ TRUTH.
– assertion ~~for~~ Right not for.

no acronym for USM? →
meaning of right? →
delete USM below: USM core values: GREAT
responsibility to responsiveness (RT Zugoran)

change global to goodness —

Rendered by:
Jacinta T. Pueyo
11:20 A.M.

Describe the results of the interview with the administrators, faculty, staff and students.

The administrators, faculty, staff and students actively participated in the dissemination of the VMGO. As per study conducted on the Knowledge and Acceptability of the Institution's VMGO and as well as the college and the program's objectives among the different stakeholders, majority of those who were interviewed find the VMGO acceptable. However, some of the stakeholders especially the students cannot fully recite or comprehend the VMGO. Majority of these respondents suggested for a conduct on orientation seminar on VMGO.

IV. BEST PRACTICES

Cite as many best practices as you can on Parameter A such as governance based on the principles of participation and transparency leading to the accomplishment of the VMGO.

The Vision, Mission, Goals and Objectives are well-crafted and underwent necessary and proper procedures. The Vision and Mission of the University have also been translated in different languages specifically Cebuano, Maguindanaon, and Filipino.

Accordingly, the University adheres to the mandate that all agencies must maintain a transparency seal in their websites to accomplish what the institution envisions. In addition to the University's website, the agency also has created a Facebook page, Twitter and Instagram, and strengthened the University Public Relations and Information Office (UPRIO). This provides greater access of the stakeholders to information about the university. This also meant that the stakeholders have now more freedom to participate to accomplish the University's various activities in general and in the accomplishment of the institution's VMGO in particular.

CEBUANO TRANSLATION

Panglantaw

De Kalidad ug angay nga edukasyon alangan sa mga Katawhang gialanganan nga mamahimo silang takus, matinahuron sa nagkadayunang Kultura ug maligdong nga mamumuo alang sa malungtarong Kalambuan.

Translated by
(SGD) PROF. HAREM ROCA
College of Agriculture, USM

Validated by
(SGD) SHANDRA C. GONSANG, PhD.
Dalubhasa sa Wikang Filipino

MAGUINDANAON TRANSLATION

Bisyon

Nadadayt endo mapulo a klase a elmo para kano mga manusiya, ka endo makasagubay sa lusod a donya, katuntayan no mga pagange I adat betad nu umani isa a tribo sya sa inged a Mindanao, endo katawannu umanusya I maito ba I adat tilan endo makapaluli sa lalayon na kagkapya.

Translated by
(SGD) DR. SHANDRA C. GONSANG

Reviewed by
(SGD) DR. PALASIG U. AMPANG
(SGD) PROF. ABDULKADIR BADRODIN

FILIPINO TRANSLATION

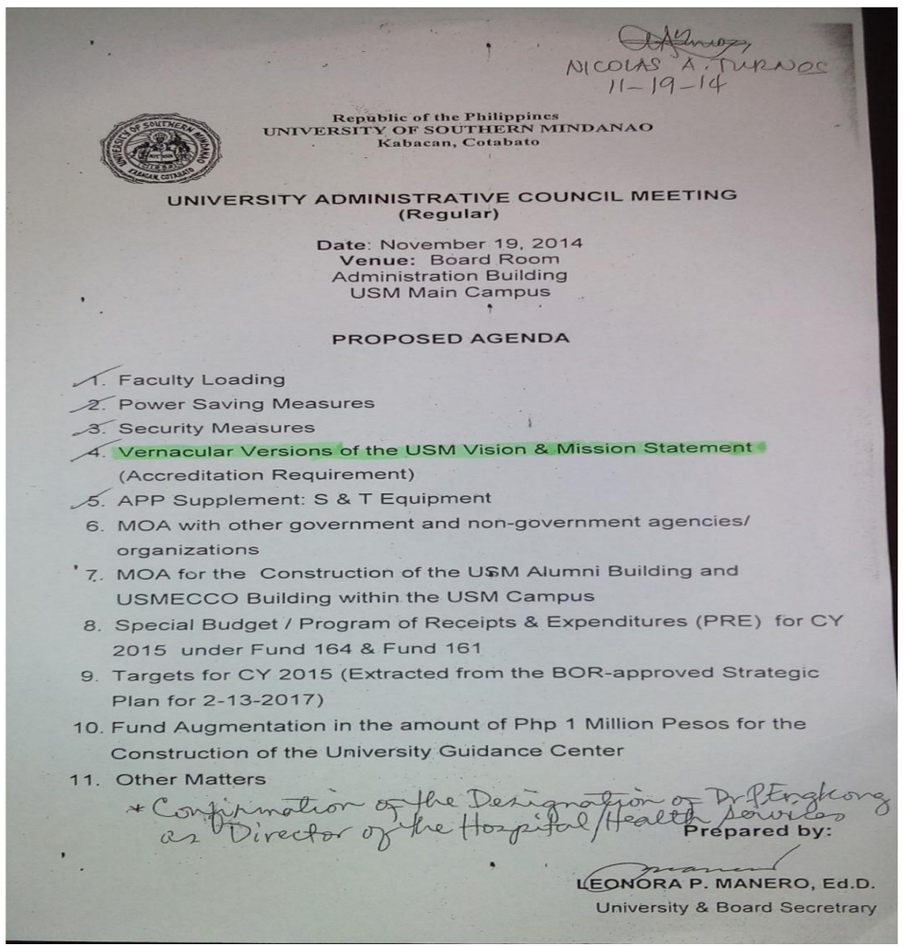
Bisyon

De-kalidad, angkop at napapanahong edukasyon para sa mga kliyente nito upang matamo ang kagaliongang andaigdig, ang pagkakaroon ng kamalayan at paggalang sa kultura ng iba at may tunay na pagpapahalaga sa yamang tao para sa makabuluhan at pangmatagalang kaunlaran.

Isinalin sa Filipino ni
(SGD) RUTH C. SABINAY, Ed.D.

Binalideyt ni
(SGD) SHANDRA C. GONSANG, Ph.D
Dalubhasa sa Panitikang Filipino

COPY OF THE MINUTES OF THE MEETING DURING THE UNIVERSITY ADMINISTRATIVE COUNCIL MEETING



NICOLAS A. TURNOS
11-19-14

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UNIVERSITY OF SOUTHERN MINDANAO
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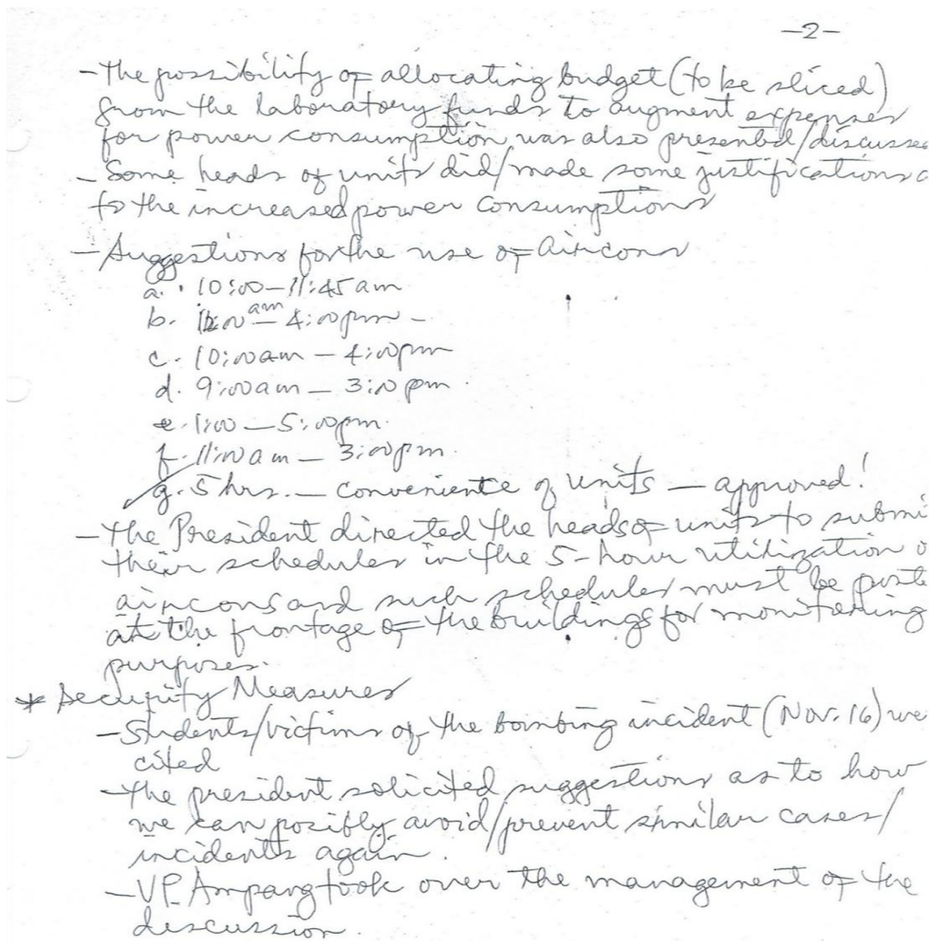
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Prepared by:

LEONORA P. MANERO, Ed.D.
University & Board Secretrary



-2-

- The possibility of allocating budget (to be sliced) from the laboratory funds to augment appropriation for power consumption, was also presented/discussed
- Some heads of units did/made some justifications as to the increased power consumptions
- Suggestions for the use of Aircons
  a. 10:00 – 11:45 am
  b. 12:00 am – 4:00 pm
  c. 10:00 am – 4:00 pm
  d. 9:00 am – 3:00 pm
  e. 1:00 – 5:00 pm
  f. 11:00 am – 3:00 pm
  g. 5 hrs. – convenience of units – approved!
- The President directed the heads of units to submit their schedules in the 5-hour utilization of aircons and such schedules must be posted at the frontage of the buildings for monitoring purposes.

* Security Measures
- Students/victims of the bombing incident (Nov. 16) were cited
- The president solicited suggestions as to how we can possibly avoid/prevent similar cases/ incidents again.
- VP Amparo took over the management of the discussion.

- VP Amparo opened up the idea of going back to 5-day class schedule instead of the 4-day class schedule
- other suggestions were also presented as to the possibility of "flexy time" class schedule.
- Another suggestion is to reschedule 5-7pm classes during Friday or Sunday subject to finalization of class schedules to be done by the managers
- VP Pomares suggested for the mechanism of issuing Visitors I.D. at the USM gates (including that of USMARC)
- Dean Nelson Belgira suggested for the implementation of the strict wearing of uniform.
- Dean Belgira further suggested for the "changing of male student uniform" to polo shirt (shirt w/ collar with USM seal)
- VPAA directed the OSA to coordinate w/ the DOLH (landlords & landladies) to implement curfew hours earlier.

* Vernacular Versions of the USM Vision and Mission
  - needed for the AACCUP accreditation
  - Cebuano and Filipino versions of the USM Vision and Mission were presented and some suggestions were made to further refine subject such to a committee for further refinement.

PP Supplement S&T Equipment
  - for the concerned requisitioning units

* MOA with other gov't and non-gov't agencies/orgs.
* Special Budget/Program of Receipts & Expenditures
* Target for CY 2015
* Fund Augmentation in the amount of ₱1M for the Construction of the University Guidance Center
  - UGC to allocate the needed budget to augment the building construction
* Other Matters
  + Student uniform (w/ I.D.
  * dignified look (no earring for males and 2"x3" haircut)
  * Student concerns
    - USM students collecting money from other student
    - VPAA to call the attention of the parents of the concerned students.

End: 1:00 p.m.

B. DISSEMINATION AND ACCEPTABILITY

I. SYSTEM-INPUTS AND PROCESSES

- **Forms and Media used in disseminating the VMGOs**

Form/Medium	Type of Audience	Clientele	No. of Clienteles
A. Fora			
a. Convocation programs or activities in the university	✓ Administration, Faculty and Students, Alumni	Various	13,000+
b. Faculty Assembly	✓ Faculty	Various	600+
c. Faculty and staff meetings	✓ Faculty and non-teaching personnel	Various	250+
B. Print Media			
a. Billboards	✓ Administration, faculty and staff, students, local resident	Various	25,000+
b. Student Publication	✓ Faculty, students, parents	Various	22,000+
c. Bulletin Information	✓ Students	Various	12,000+
d. Student Handbook	✓ Students	Various	12,000+
e. Syllabi/Course Outline	✓ Faculty, students, parents	Various	12,000+
f. Flyers/Leaflets	✓ Faculty, students, alumni, stakeholders, community	Various	12,000+
C. Radio Broadcast	✓ Faculty ✓ Students ✓ Parents ✓ Community	Various	500+ 12,000+ 10,000+ 500,000+
D. Convocations	□ Students, Faculty and Staff	Various	13,000+
E. Foundation Anniversary	□ Students, Faculty, Staff, guests and visitors	Various	10,000+
F. Posters in Adopted Barangays	□ Extension clientele, community people	Various	1,000+
G. Internet/LED Display	□ All internet users, community	Various	10,000+

- **Captioned photographs of posted VMGO inside and outside the university premises**

DIFFERENT LOCATIONS OF VMGO IN THE UNIVERSITY



USM VISION LOCATED IN THE USM GATE



USM MISSION LOCATED IN THE USM GATE



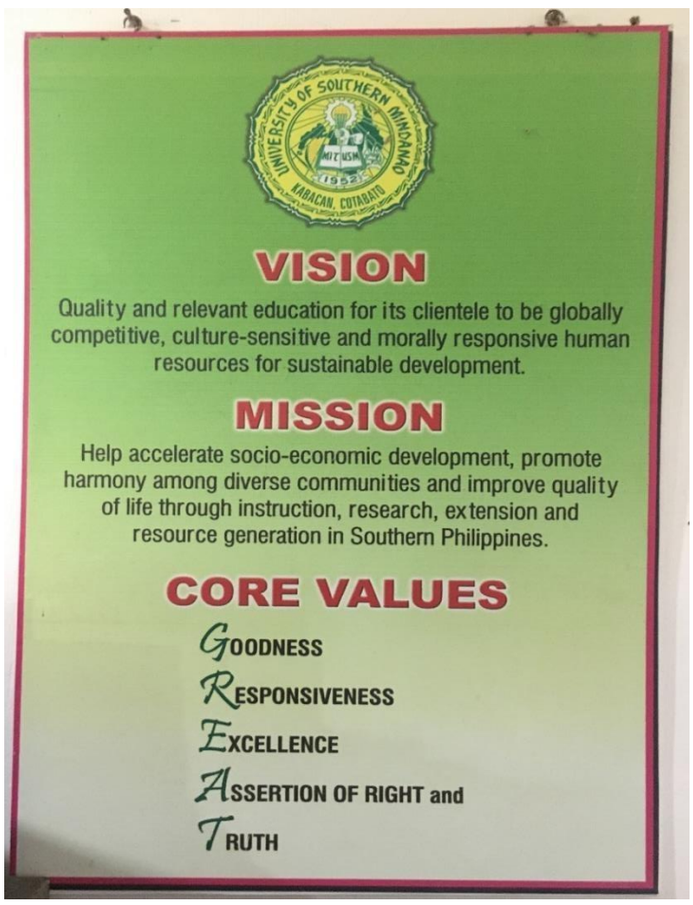
USM CORE VALUES LOCATED IN THE USM GATE



USM VMGO LOCATED IN THE ADMINISTRATION BUILDING



USM MANDATED FUNCTIONS LOCATED IN THE USM ADMINISTRATION BUILDING



USM VMGO AND CORE VALUES POSTED INSIDE THE COLLEGE BUILDING



USM VISION, MISSION, AND CORE VALUES AND COLLEGE GOALS AND OBJECTIVES POSTED IN CLASSROOMS

Documentary evidences on the participation of administrators, faculty, staff, students and stakeholders in the formulation and review of the VMGO.

THE ACTUAL STRATEGIC PLANNING AND THE REVISIT OF VISION, MISSION, GOALS AND OBJECTIVES (2004)

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, NO 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. Patasig 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 Patasig 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 Midterm Development Plan." Ms. Jul-Aida U. Enock, planning officer (USM) reported on the "Medium Term Regional Development Plan 2004-2016."

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. Tacarden - CEd; Rommel G. Tangonan - CENCOM; Prof. Josephine G. Tangonan - CHEFS; Drs. Emerita O. Sinclinding - CVM; Manuel G. Sabuten- IASA; Eduardo B. Tambak - IDEM; Conrad K. Ambahan -IMEAS; Rogelio S. Tabora- USM-KCC. Likewise, 19 directors and heads of units attended: Mr. Raoul M. Buisan - Admin; Drs. Cristobal R. Lopez - HRMO; Abraham G. Castillo - AIPS; Profs. Herminigildo M. Gutierrez - PDO; Flora M. Garcia - USCAO; Dr. Anston D. Calvo- PPS; Ms. Dominga Thelma C. Bautista - FMS; Dr. Betty G. Quiapo - Hospital ; Dr. Nicolas A. Tumes -OSA; Prof. Marcelo N. Yagong - ISPEAR; Drs. Samson L. Molino - 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. Daong - CIT.

The technical secretariat were: Jul-Aida U. Enock, Myrna R. Tan, Danilo Sison, Marlowe Lipnio 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 and the Performance of USM Midterm Development Plan and Ms. Jul-Aida U. E- (right), planning officer (USM) reported on the Medium Term Regional Development Plan 2004-2016



Workshop: Group I - Instruction, led by Dr. Elpidio 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

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



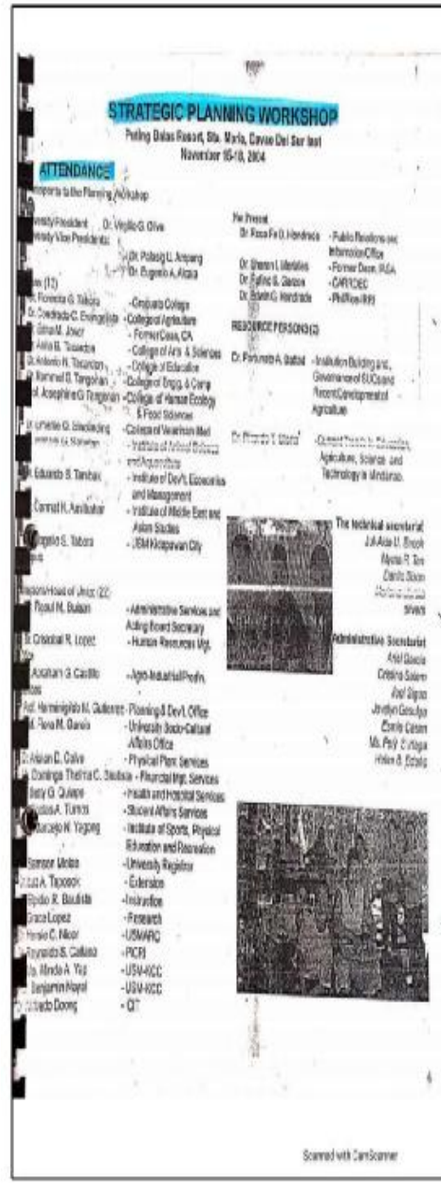
I. Strategic Planning at Visayas (PCIM-ICSS)

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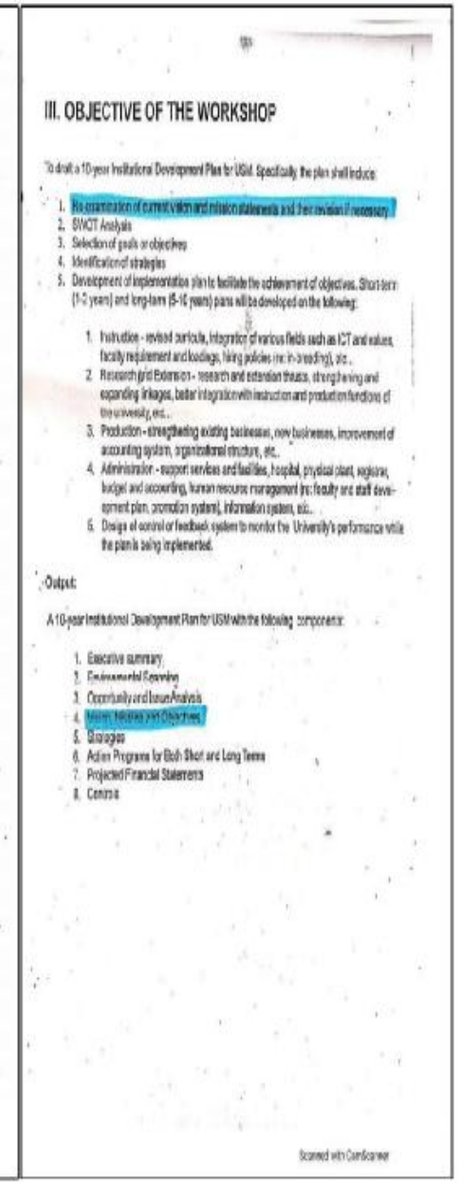
Dr. Wilfredo Doong - CIT.

Scanned with CamScanner



STRATEGIC PLANNING WORKSHOP

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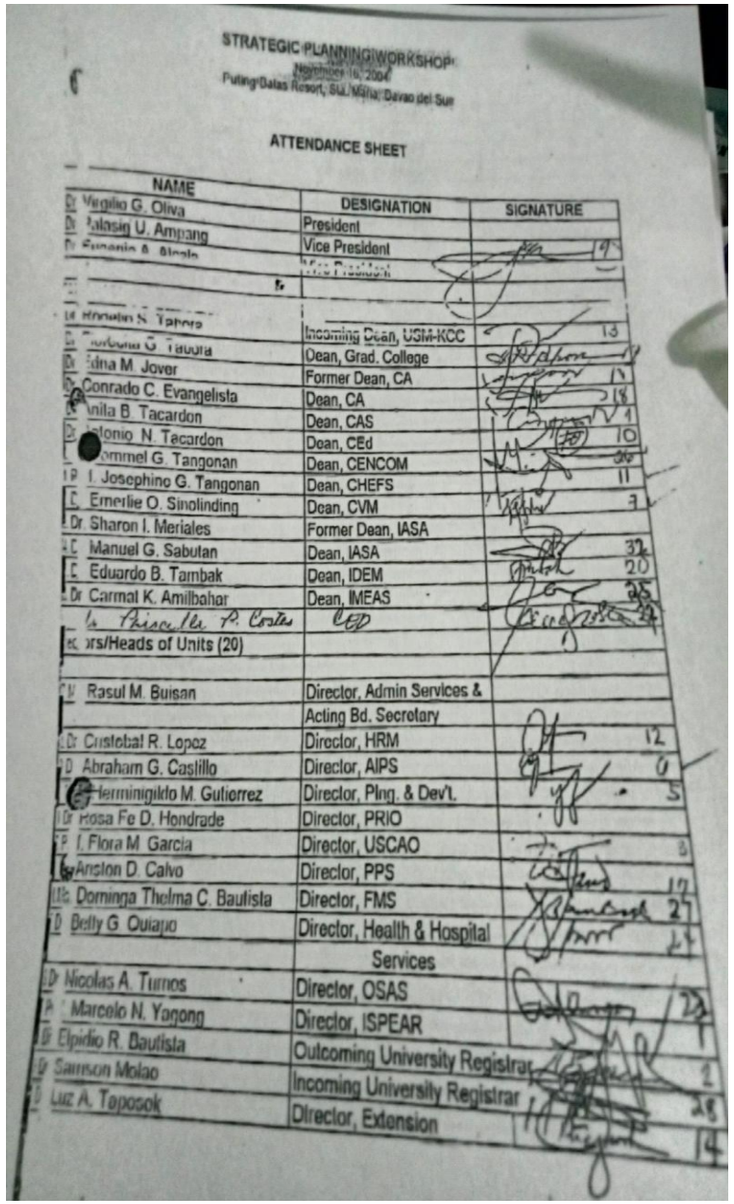


III. OBJECTIVE OF THE WORKSHOP

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Bachelor of Science in Management Accounting | Program Performance Profile| Area I: Vision, Mission, Goals and Objectives

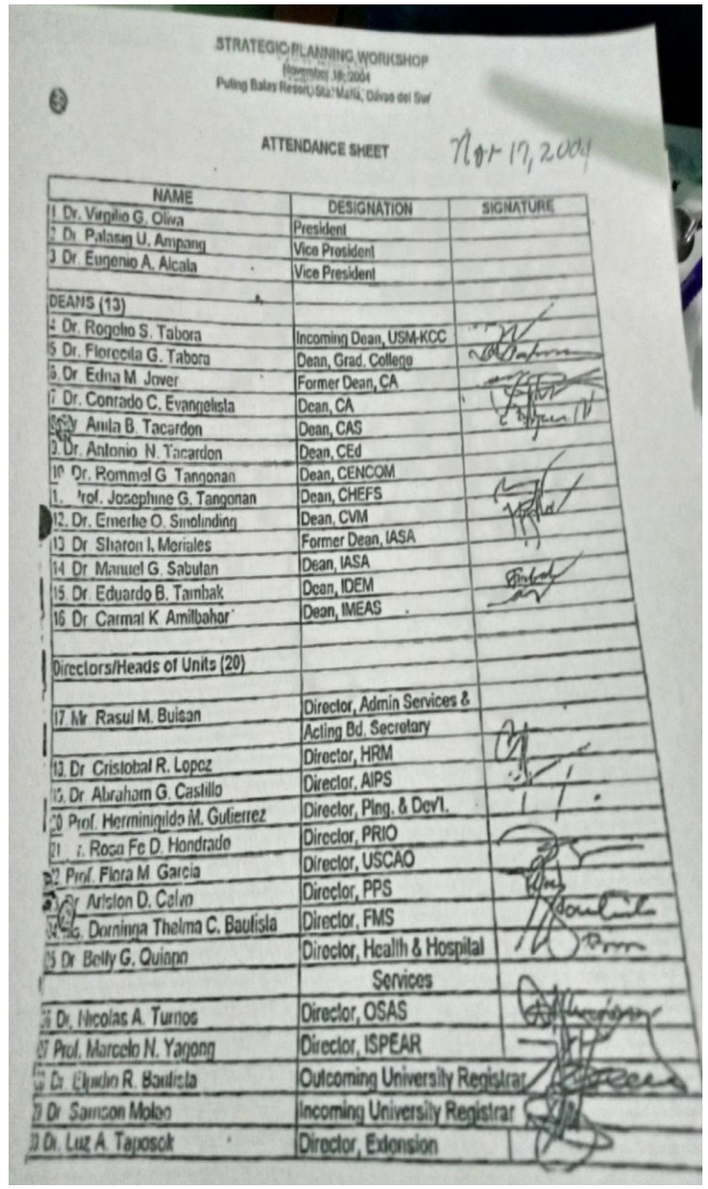
ADMINISTRATIVE COUNCIL MEMBERS PRESENT DURING PLANNING



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

ATTENDANCE SHEET

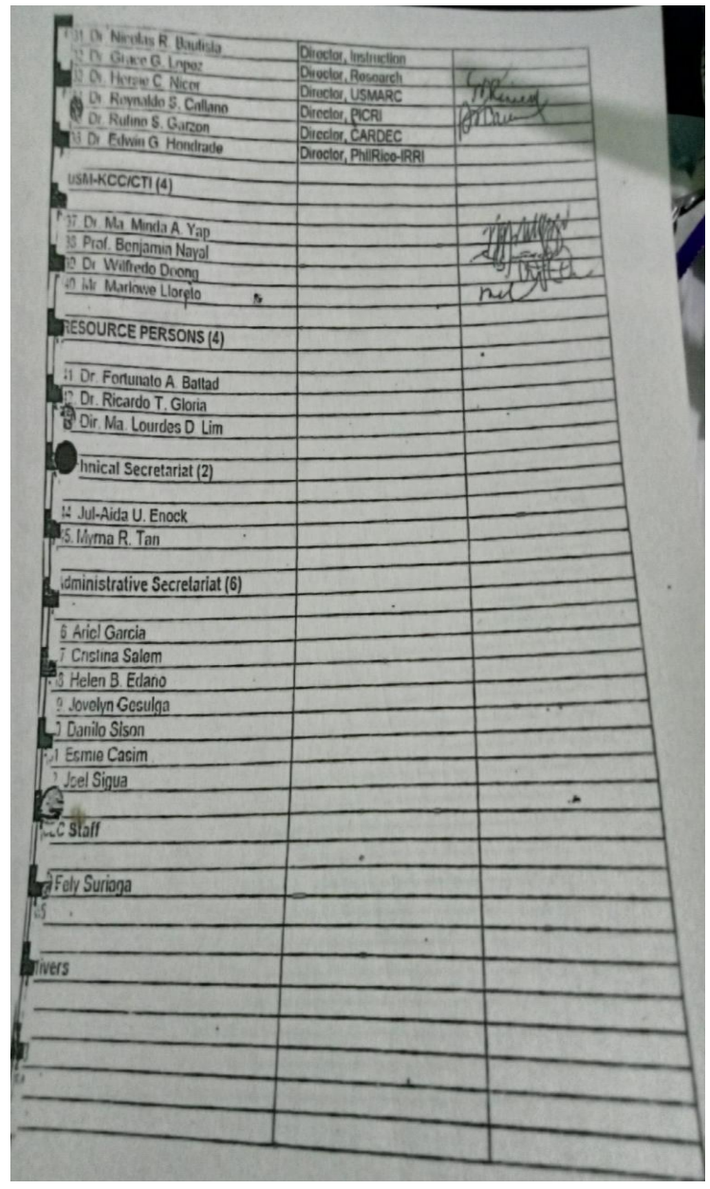
NAME	DESIGNATION	SIGNATURE
Dr. Virgilio G. Oliva	President	
Dr. Palasig U. Ampang	Vice President	
Dr. Eugenio A. Alcala	Vice President	
Dr. Rogelio S. Tabora	Incoming Dean, USM-KCC	
Dr. Florecita G. Tabora	Dean, Grad. College	
Dr. Edna M. Jover	Former Dean, CA	
Dr. Conrado C. Evangelista	Dean, CA	
Dr. 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	
Ma. Priscilla P. Costes	CED	
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. Arslon 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 Balas 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	
5. Dr. Florecita G. Tabora	Dean, Grad. College	
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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	



31. Dr. Nicolas R. Bautista	Director, Instruction	
32. Dr. Grace G. Lopez	Director, Research	
33. Dr. Herbie C. Nicer	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 Llorelo		
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		

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

EXCERPTS FROM THE MINUTES OF THE USM 2015 REVIEW, PLANNING, & BUDGETING WORKSHOP & IDP 2016-2020 FORMULATION HELD ON OCTOBER 21-24, 2015 AT GRAND REGAL HOTEL, DAVAO CITY

ATTENDANCE

1	Francisco Gil N. Garcia	USM President
2	Palasig U. Ampang	VP for Academic Affairs
3	Lope E. Dapun	VP for Admin. & Finance
4	Cayetano C. Pomares	VP for Research & Ext.
5	Alimen W. Sencil	VP for Resource Gen. & Entrep. Services
6	Leonora P. Manero	Board Secretary
7	Ronald Z. Pascual	BOR Member/President, FA
8	Consuelo A. Tagaro	BOR Member/Dean, Graduate School
9	Purificacion O. Cahatian	Dean, College of Agriculture
10	Evangeline A. Tangonan	Dean, College of Arts & Sciences
11	Kautin S. Kulano	Dean, College of Agriculture
12	Nelson M. Belgira	Dean, College of Engg & Computing
13	Urduja G. Nacar	Dean, College of Human Ecology & Food Sciences
14	Jul-Alda U. Enock	Dean, College of Business Dev't Economics & Mgt.
15	Emmalyn M. Mamaluba	Dean, College of Health Sciences
16	Emerlie R. Okit	Dean, College of Veterinary Medicine
17	Badrodin S. Abdulkadir	Dean, College of Middle East & Asian Studies
18	Ronielyn F. Pinsoy	Dean, College of Trades & Industries, (USM-KCC)
19	Judy L. Garcia	Dean, institute of Sports, Physical Ed. & Recreation
20	Margie B. Galang	Director, HRMDO
21	Abubakar A. Murray	Director for Instruction
22	Bernabe B. Mondia	Director, FMS
23	Benjamin E. Fortinez, Jr.	Director, PPDS
24	Chrislam S. Mantawil	Director, PDO
25	Melecio A. Cordero, Jr.	Director, UICTO
26	Kaharudin P. Manamba	Director, Business Devt Center
27	Romulo L. Cena	Director, USMARC
28	Ariston D. Calvo	Director, Research & Development
29	Baudilla S. Calvo	Director, PICRI
30	Elizabeth C. Molina	Director for Extension
31	Nicolas A. Turnos	Director, OSA
32	Anita C. Sornito	Director, ULRC
33	Ricell C. Mendoza	Director, UQAO
34	Mae Eva Z Garcia	Director, NSTP
35	Sindaolan D Galla	GAD Focal Person
36	Pamela B. Villanueva	Head, UPRIO/Documentation
37	Elma R. Elevazo	Budget Office
38	Abdulamin H Janani	Head, Security Force
	Other heads of units	
39	Herminigildo M. Gutierrez	CENCOM (Former PDO Director)
40	Antonino Costes	Head, IAS
41	Samson C. Rapuza	OIC, DIT
42	Taha Pido	Campus Head, USM Buluan
43	Lucia C. Cabangbang	Admission & Records Office
44	Rogelio E. Mendoza	Principal, ULS
45	Salik D Makakena	Halal Coordinator
46	Yvonne V. Saliling	Executive Assistant
47	Helen B. Edano	Cashier III
48	Quennie Lou Durendes	Accountant
49	Emma K Sales	Professor VI/Research Project
	Secretariat	
50	Catherine G. Abu	Planning Officer/Co-Chair Secretariat
51	Myrna R. Tan	Co-chair/Secretariat
52	Jasmin A. Pecho	Secretariat
53	William de la Torre	Secretariat/Documentation
54	Emmanuel Estelloso	Budget Office
55	Nino Chelvin Sabit	Planning OfficerUSM-KCC
56	Baikongan Gulaman	Budget Officer, USM-KCC
	Support Staff	
57	Jake Manero	IT Support Staff
58	Jeff Bantilan	Support Staff
59	Armando Galban	Security Guard
60	Arniel Camales	Security Guard
61	Eugene Mirande	Police Officer
62	Radzmil M Karay	Police Officer

Absent

1.	Prescilo C Engkong	Director, Hospital Services
2.	Ruben L Tagare	BOR Member/USG, President

Quorum

Majority of the Deans and Directors were present and attended in the USM Annual Review, Planning, and Budgeting Workshop. Hence, there was a quorum in the said workshop.

DAY 1 PM (October 21, 2015)

Part I USM 2015 Annual Review by unit/college

1:00 PM- Departure (Assembly Area-USM Administration Lobby)
3:00 PM – Arrival and Billeting of Participants
4:00 PM – Registration
5:00-6:00- PM Opening Program

Invocation – Prof Badrodin S Abdulkadir - Muslim Prayer
Dr Consuelo A Tagaro - Christian Prayer,

National Anthem- Dr Urduja G Nacar

Opening Message- Dr Francsico Gil N Garcia

Inspirational Message- Hon Ruperto S Sangalang, Commissioner, CHED
(Please see attached report)

Over View of the Planning & Budgeting Workshop was given by Engr Chirslam S Mantawil, director, PDO.

Mechanics of the Presentation was given by Ms Catherine G Abu, Planning Officer II.

Presentation of College/Unit Reports: A total of 37 college/units accomplishment reports were successfully presented. (Please see attached Reports by college/unit)

Part II Planning and Budgeting

Dr Lope E Dapun, vice president for admin and finance presented the normative financing report and goal setting for the USM Budget and Planning

Workshop by Cluster in the Planning and Budgeting

Presentation of Output by function which were presented by the four (4) Vice Presidents: Dr Palasig U Ampang, vp for Academic Affairs, Dr Lope E Dapun, vp for Admin and Finance, Dr Cayetano C Pomares, vp for RDE and Dr Almen W Sencil, vp for RGES.

DAY 3 (October 23, 2015)

IDP 2016-2020 Formulation

Dr Arturo G Valero, NEDA XII Regional Director was the guest of honor and speaker for the IDP-2016-2020 Formulation.

Highlights

The USM Administrative Council Members agreed the a new vision and mission of the University.

CURRENT VISION

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

AGREED NEW USM VISION

A leading research university in the ASEAN region.

CURRENT 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.

AGREED NEW USM MISSION

Produce competitive and culture-sensitive human capital and help improve quality of life through instruction, research, extension and sustainable resource generation.

CURRENT OBJECTIVES

1. To provide programs of instruction and professional trainings primarily in the fields of science and technology, especially in agriculture and industrial fields.
2. To promote advanced studies, research, and extension services and progressive leadership in all fields of agriculture, including agribusiness, foods and nutrition, fishery, forestry, animal and veterinary sciences, engineering, industrial education, and other courses needed in the socio-economic development of Mindanao.
3. To develop courses at the graduate level responsive to the manpower needs of development-oriented agencies in the region.
4. To provide non-formal education and undertake various extension programs in food production, nutrition, trades and industries, engineering, health and sports

development, and to offer scholarships and/or part time job opportunities to the socio-economically deprived but deserving students.

AGREED NEW OBJECTIVES

1. To provide programs of instruction and professional trainings in the fields of agriculture, arts and sciences, business, engineering, and technology at par with standards of other ASEAN universities.
2. To promote research, development and extension programs needed in the socio-economic growth of the country.
3. To produce competitive products for sustainable resource generation.

AGREED GOAL

Pursue excellence in instruction, research, extension and resource generation for global competitiveness.

Mechanics of IDP 2016-2020 Formulation

IDP 2004-2015 Review & Assessment by cluster/function

Presentation of assessment in conformity with five (5) key results areas (KRA) by function presented by the four (4) Vice Presidents: Dr Palasig U Ampang, vp for Academic Affairs, Dr Lope E Dapun, vp for Admin and Finance, Dr Cayetano C Pomares, vp for RDE and Dr Alimen W Sencil, vp for RGES.

Prepared by:

Myrna R Tan
Secretariat

Noted by

ENGR CHRISLAM C MANTAWIL
Director, PDO

VMGO REVISION CONSULTATION WITH STAKEHOLDERS

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

Report

Presentation on the Proposed New USM VMGO

I. Participants/Stakeholders: Presidents/Representatives of the Federation of the Senior Citizens Association of the Philippines (FSCAP), SB Member, LGU –Kabacan Employees, DepEd Teachers, IP Youth Leader, MPCORE(NGO), UMWOK, YAP, BHW, RIC, & Day Care Worker

II. Date: October 26, 2015

III. Venue: Senior Citizens' Building, Kabacan, Cotabato

IV. Presenters: Yvonne V. Saliling
Executive Assistant III, OP

Engr. Willie Jones B. Saliling
Focal Person, UDDM

V. Suggestions, Comments, Observations & Clarifications/Queries by the Participants:

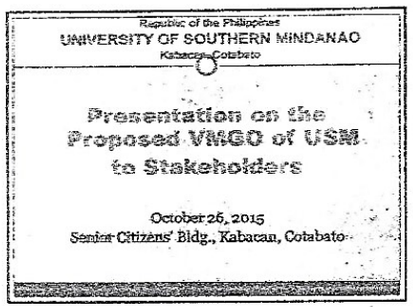
1. What is really meant by a research university? Its characteristics?
2. Just upon looking at it, the focus now is the research, how about its other functions? Is it really the main function of USM?
   Yes, USM can be competitive in research, but we still have other functions.
3. In the objectives, EDUCATION is not articulated. Please include also 'education'.
4. Is the vision not a duplicate or similar to other universities? Have you tried to see other schools, is this not the same with others' VMGO?
5. Is there a specific curriculum on research?
6. The challenge now is to elevate the level of approach and mechanism in teaching that will gear towards the achievement of the proposed VMGO.
7. The role of USM towards the communities. What will be its impact with the new vision?
8. Students should be involved not just to memorize and teachers not just to feed.
9. All teachers now are mandated to formulate action research, how can USM be able to help the DepEd teachers?

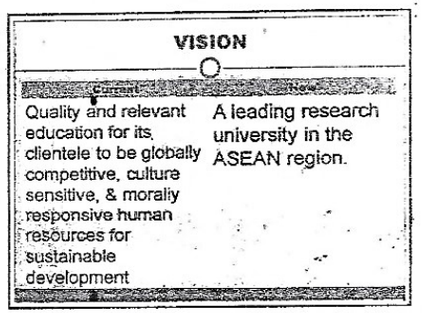
- We tried to answer their queries and explained to them. We gave them an assurance that their concerns/questions raised were noted which will be submitted /referred to the concerned council.

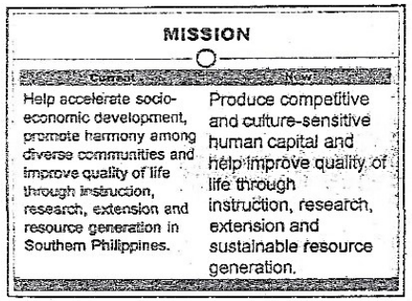
Prepared & Submitted by:

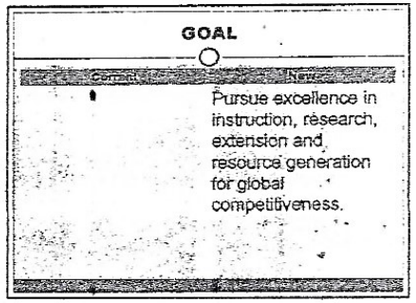
YVONNE V. SALILING
Executive Assistant III, OP

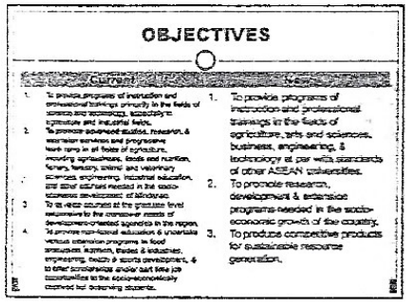
WILLIE JONES B. SALILING
Focal Person, UDRRM











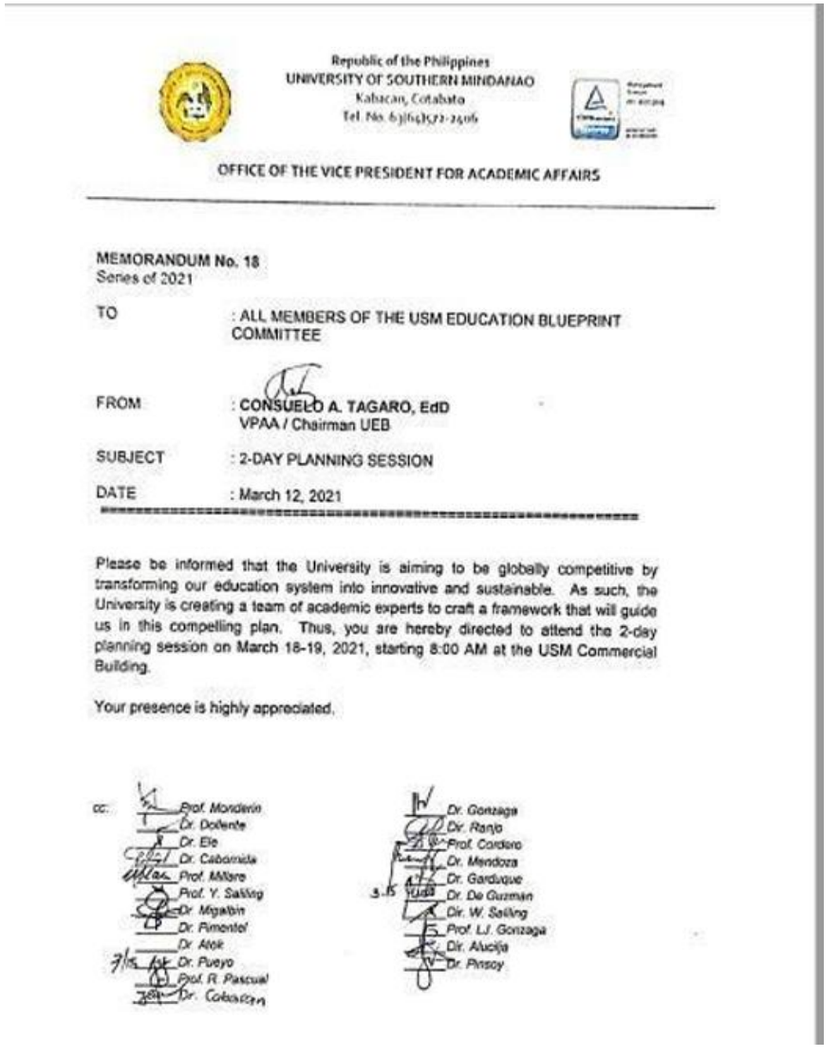


Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

CERTIFIED TRUE COPY
RASUL M. BUISAN
Chief Administrative Officer
University of Southern Mindanao
Kabacan, North Cotabato

Presentation of the Proposed VMGO of USM to the Stakeholders
October 26, 2015
Senior Citizens' Building, Kabacan, Cotabato

	Name	Position/Organization	Signature	Contact Number
1.	Daniel G. Laurel Jr.	Pres. FSCAP		09129758826
2.	Agsalu, Guiliman	SB Member		09058113468
3.	Susan C. Macaliat	MSWD. Local Federation		09193408470
4.	JERALD M. HERNANDEZ	TEACHER-DEPED		09291316450
5.	Thelma G. Tawken	Teacher-DepEd		09059382427
6.	MILAGROS T. MONIVA	Principal-I		09487367987
7.	Leo M. Gayao	IP Youth Leader		09462171471
8.	MICHAEL L. AGUDO	DEPED TEACHER-I		09104806857
9.	ESHA A. AMPATUAN	Home PCORE		09123973739
10.	ARBAYA M. SALI	UMWOK PRESIDENT		09995492821 09368853307
11.	AMPATUAN NETTIE M	SP - PRESIDENT		09061386470
12.	Virginia M. Delfin	Vice. pres. BHW		09485382253
13.	Felicitas M. Aulay	BHW & RIC Fed Pres.		09237190853
14.	LOURDES C TORRES	DAY CARE WORKER		09[illegible]9288652
15.	ZAHNAB A AMPATUAN	MOLD PCORE		09[illegible]600173[illegible]
16.	Anita M. Rahim	BHW/UMWOK		09263946939
17.	Sarah Jane C. Gremeo	LGU/BHW		09988691360
18.	Hijarah W. Dilatar	LGU Staff		09463308340
19.	APRIL JOY B GUIAMBANGAN	LGU STAFF		09368858274



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Tel. No. 63(64)572-2406

OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

MEMORANDUM No. 18
Series of 2021

TO : ALL MEMBERS OF THE USM EDUCATION BLUEPRINT COMMITTEE

FROM : CONSUELO A. TAGARO, EdD
VPAA / Chairman UEB

SUBJECT : 2-DAY PLANNING SESSION

DATE : March 12, 2021

Please be informed that the University is aiming to be globally competitive by transforming our education system into innovative and sustainable. As such, the University is creating a team of academic experts to craft a framework that will guide us in this compelling plan. Thus, you are hereby directed to attend the 2-day planning session on March 18-19, 2021, starting 8:00 AM at the USM Commercial Building.

Your presence is highly appreciated.

cc: Prof. Monderin
Dr. Dolorito
Dr. Ele
Dr. Cabanida
Prof. Milare
Prof. Y. Saling
Dr. Migalbin
Dr. Pimentel
Dr. Atok
Dr. Pueyo
Prof. R. Pascual
Dr. Cobacha
Dr. Gonzaga
Dr. Ranjo
Prof. Cordero
Dr. Mendoza
Dr. Garduque
Dr. De Guzman
Dir. W. Saling
Prof. LJ. Gonzaga
Dir. Alucija
Dr. Pinsoy

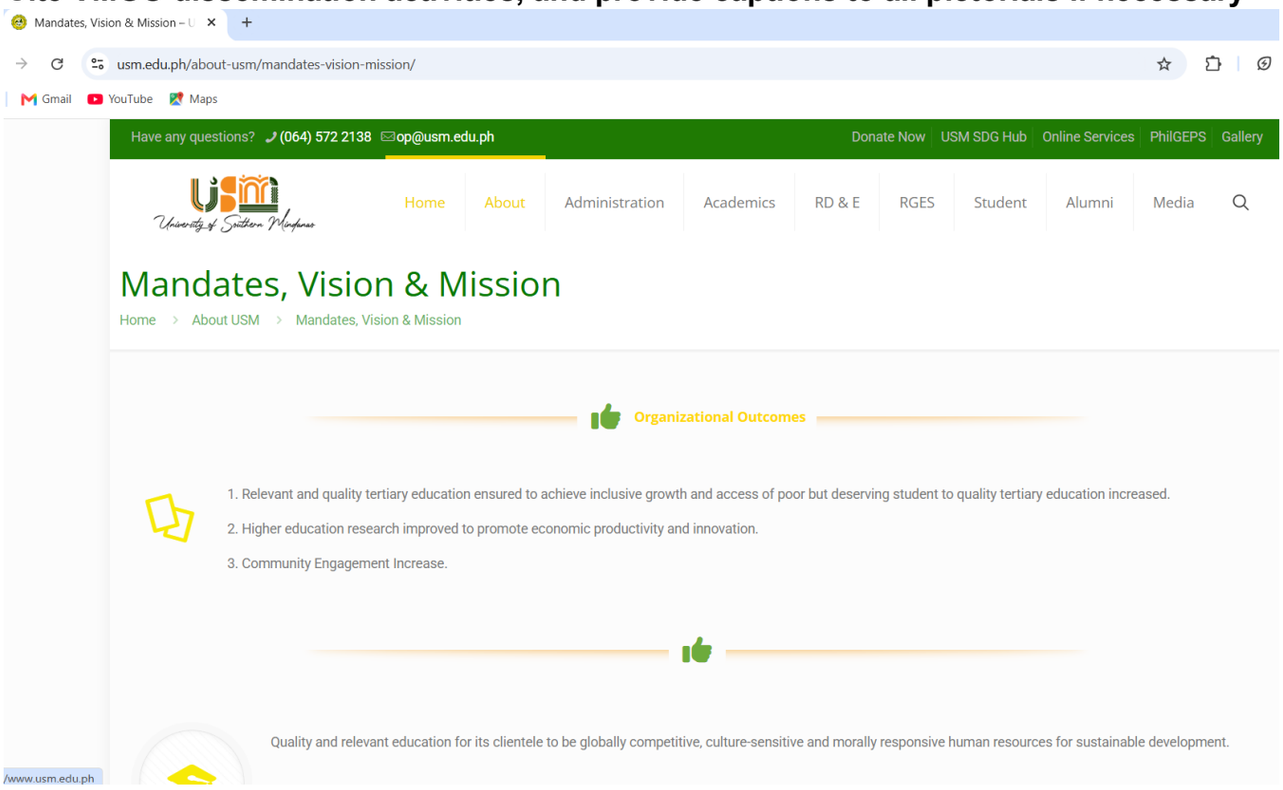
SCHEDULE OF TASKS AND MEETINGS OF UEB COMMITTEE

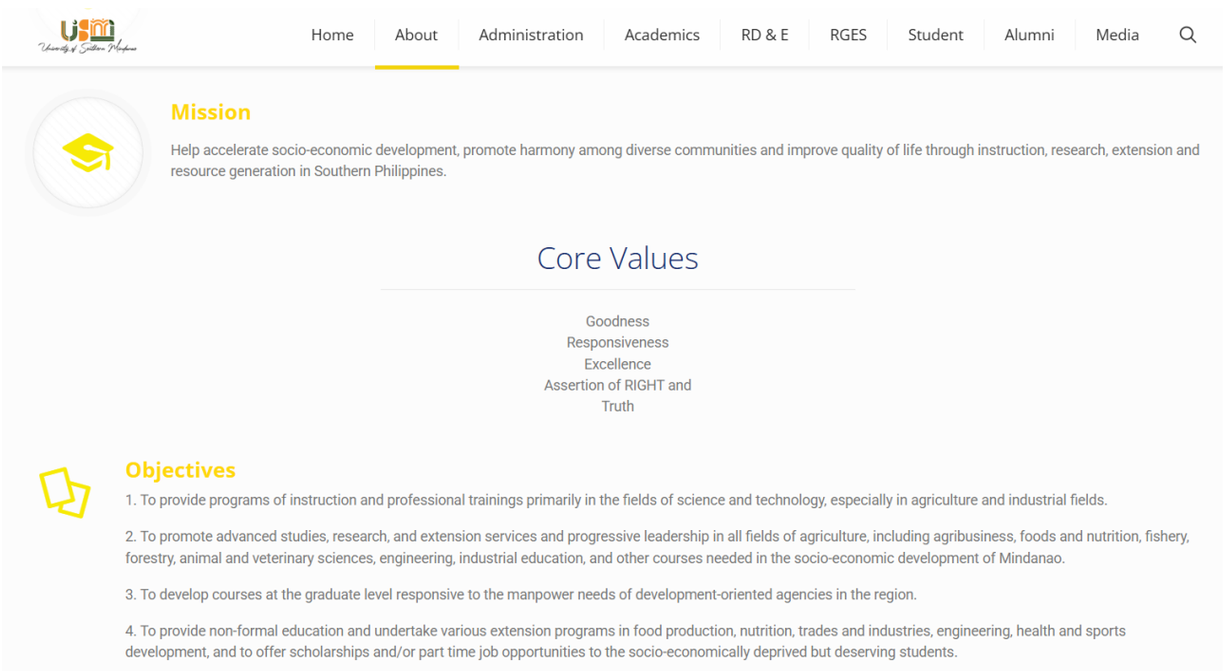
Item	TASK	MARCH 2021	APRIL 2021			May 2021		June 2021	July 2021
1.	Workshop on the creation of the USM Education Blueprint (UEB)	18-19							
2.	Crafting of USM Vision & Mission (VM)		13 - 14						
3.	Presentation of UEB & New VM to Faculty Association			20					
4.	Presentation of UEB & New VM to Students				28				
5.	Presentation of UEB & New VM to USM Stakeholders					10			
6.	Presentation of UEB & New VM to the University President						19		
7.	Submission for Recommendation of the UEB and New VM to the USM Admin Council							c/o Admin	
8.	Submission to USM BOR for the Approval of the UEB and the New VM								c/o Admin

The University's current Vision and Mission were created based on the BOR Resolution no. 35, s. 2005. There are no amendments as of now on the VMGO.

II. IMPLEMENTATION

☐ Cite VMGO dissemination activities, and provide captions to all pictorials if necessary





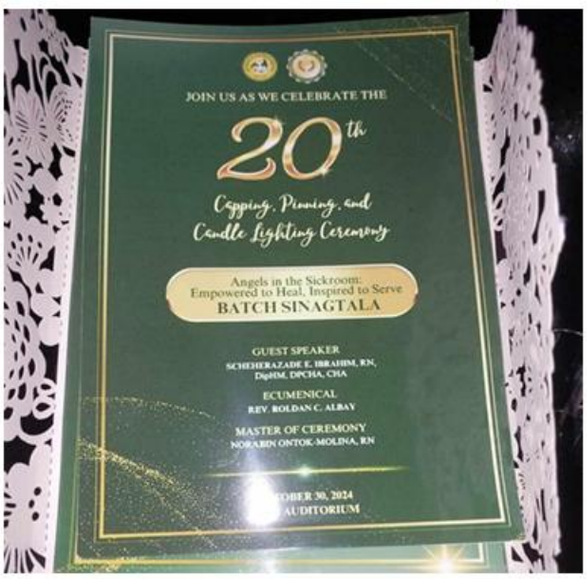
(https://www.usm.edu.ph/about-usm/mandates-vision-mission/)

VGMO IN PROGRAM INVITATIONS





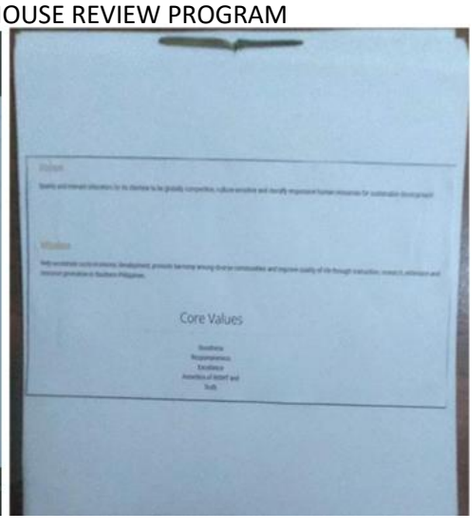
VMGO IN CAPPING, PINNING AND CANDLE LIGHTING PROGRAM





VMGO IN COLLEGE IN-HOUSE REVIEW PROGRAM







VMGO IN USM RADIO STATION FACEBOOK PAGE

VMGO DISSEMINATION VIA USM RADIO STATION DXVL FM



DXVL - RADYO PILIPINAS KOOL FM 94.9 the good

AN AFFILIATE OF pbs

UNIVERSITY OF SOUTHERN MINDANAO
DXVL-FM KOOL 94.9 MHz
Left Wing, Ground Floor, CAS Bldg.
Kabacan, Cotabato
Tel. No.: (064) 572-2867
E-mail Add: dxvlkoolfm@gmail.com

CERTIFICATION

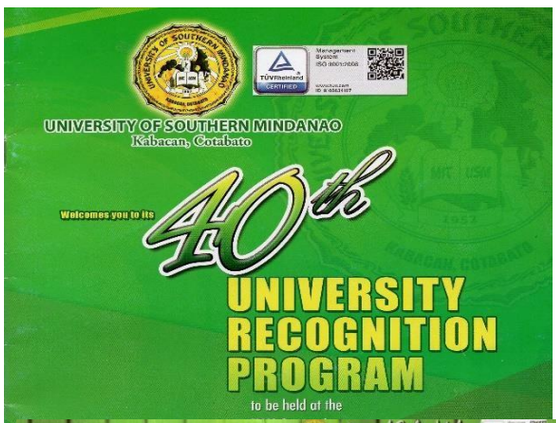
To Whom It May Concern:

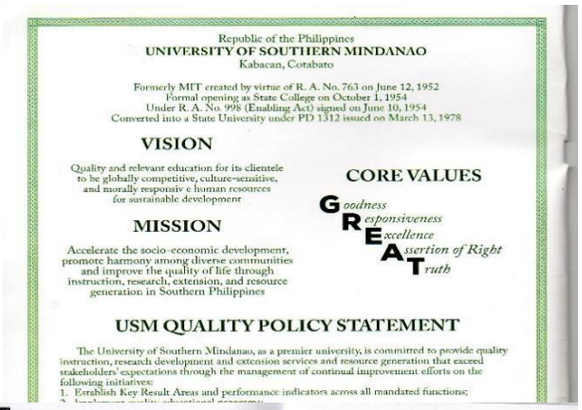
*This is to certify that the **MISSION and VISION** along with the **Quality Policy Statement*** of the University of Southern Mindanao is regularly aired over **DXVL-FM.** The radio station as its information channel takes part in the wide dissemination of information promoting the University.

This certification is issued for the College of Business Development Economics and Management for whatever purpose it may serve them.

ALLAN G. DALO
Manager, DXVL

EFFECTIVE AREAS OF COVERAGE:
Kabacan, Matalam, Kidapawan City, Pres. Roxas, Antipas, Makilala, Mlang, Tulunan, Datu Paglas, Buluan, Tacurong City, Lambayong, Isulan, Datu Montawal, Pikit, Carmen, Aleosan, Midsayap, Libungan, Pigcawayan, Alamada, Banisilan, Damulog




Republic of the Philippines
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Formerly MIT created by virtue of R. A. No. 763 on June 12, 1952
Formal opening as State College on October 1, 1954
Under R. A. No. 998 (Enabling Act) signed on June 10, 1954
Converted into a State University under PD 1312 issued on March 13, 1978

VISION

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

CORE VALUES

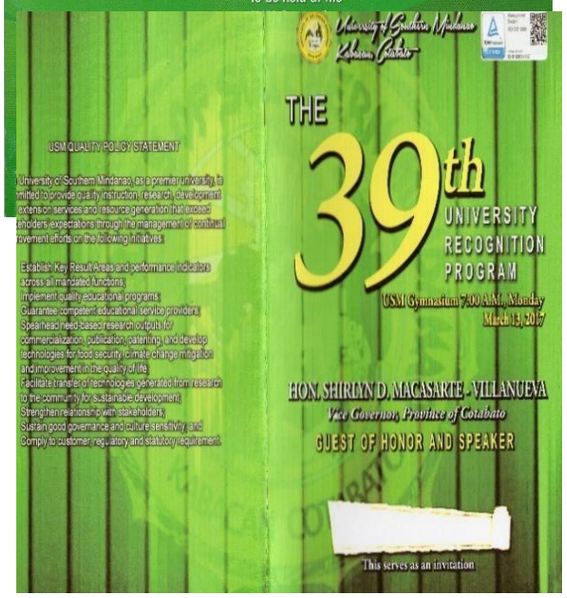
Goodness
Responsiveness
Excellence
Assertion of Right
Truth

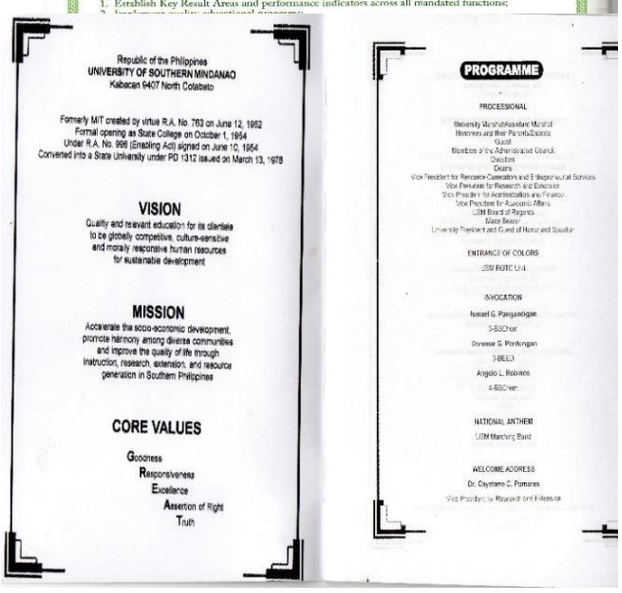
MISSION

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

USM 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;




Republic of the Philippines
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Kabacan 9407 North Cotabato

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Excellence
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Truth

PROGRAMME

PROCESSIONAL

ENTRANCE OF COLORS

USM ROTC Unit

INVOCATION

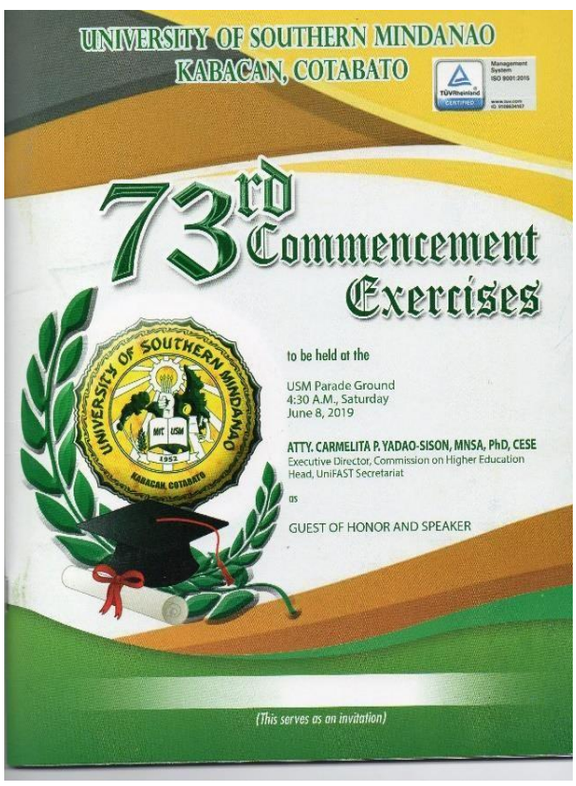
NATIONAL ANTHEM

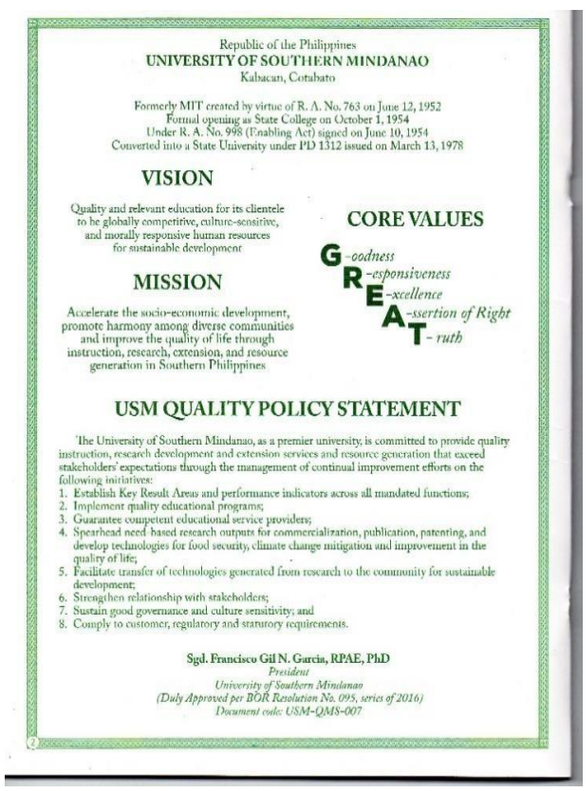
USM Marching Band

WELCOME ADDRESS

Dr. Cayetano C. Pomares

VMGO DISSEMINATION THROUGH UNIVERSITY RECOGNITION PROGRAMS




Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

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VISION

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

CORE VALUES

G-oodness
R-esponsiveness
E-xcellence
A-ssertion of Right
T-ruth

MISSION

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

USM 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.

Sgd. Francisco Gil N. Garcia, RPAE, PhD
President
University of Southern Mindanao
(Duly Approved per BOR Resolution No. 095, series of 2016)
Document code: USM-QMS-007

VMGO DISSEMINATION VIA UNIVERSITY COMMENCEMENT EXERCISES PROGRAMS

 Describe how members of the Institution (administrators, faculty, non-teaching staff, students and stakeholders) are involved in the dissemination of the VMGOs and in the determination of its acceptability.

The following processes are involved in the dissemination of the VMGOs and in the determination of its acceptability:

a. The Vision and Mission of the University of Southern Mindanao and the goals and objectives of the college are printed in bulletins, billboards and LED which are displayed in strategic places in the campus and within the college building.

b. The Vision and Mission of the University of Southern Mindanao were explained to the students and faculty during university-wide activities like the University Orientation Program at the beginning of the semester while the goals and objectives of the CBDEM were explained to the students and faculty during college-based orientation programs.

c. CMOs are also explained to the students by the teachers at the beginning of the classes for the semester of which VMGO is a part.

d. Letters of information and flyers are distributed to other stakeholders in the community such as the local government units, some non-government offices, the alumni and parents.

e. Meetings with the department chairs, faculty and students were held to solicit comments and suggestions from them.

f. Questionnaires are distributed to students, faculty, parents, alumni and other stakeholders in the community to determine their knowledge and level of acceptability of the university's VMGOS, the college and the department.

III. OUTCOMES

Major results of the research study conducted about the "Knowledge on the USM VMGO among the USM students, USM employees and USM alumni in 2017 are highlighted as follows:

Key Variables	Students	USM employees	USM Alumni
number of respondents	342 USM students	92 USM employees (teaching and non-teaching, COS and Job orders)	100
Level of Knowledge	29.23% have very high knowledge on VMGO;	About 44.6% have very high knowledge on VMGO.	Majority (75%) have high knowledge on VMGO.
Sources of Information	Most (33.33%) got their information from the USM code.	Majority (73.91%) got their information form posters.	Majority (50%) got their information form orientation.
Feedback/ Recommendation	-Conduct of seminars on VMGO to students with low knowledge on the VMGO.	-Conduct of orientation on USM personnel. -Conduct of evaluation on VMGO among USM employees.	-Conduct of orientation by the Alumni president to alumni during gatherings such as alumni homecoming among others.

In addition, knowledge on the College goals were also assessed. Results are summarized as follows:

Results showed that the faculty have a very high level of awareness and a very high level of acceptance of the vision and mission of the University and the College VMGO compared to the other groups of respondents (students, parents, alumni, and representatives from linkage institutions). It indicated that more efforts should be done to disseminate the vision and mission of the University and the VGMO of the College to these groups of people.

Copies of the vision and mission of USM and the VMGO were distributed to the students, faculty, parents of students, alumni and to other stakeholders in surrounding communities. The Dean and the College Secretary even explained the USM Vision, Mission, CBDEM Goals and Objectives to the faculty and staff during one of the faculty and staff meetings. In addition, they were also printed in bulletin boards and posted in classrooms. The USM vision and mission were also imprinted in both sides of the entrance to USM (USM Main Gate). Finally, the USM radio station airs regularly the statements of vision and mission for wider dissemination in its area of coverage. All of these efforts were done in order to instill greater awareness of USM VMGO.

Describe the implementation of the VMGO and its congruence with educational policies and activities

The Vision and Mission of the university served as the guide in the formulation of the college goals and the objectives of every program offering. The curriculum, activities and other forms of services conducted by the college is towards the realizations of the VMGO.

The goals and objectives of the college are congruent with the university VMGOs. The college programs and activities such as the teaching-learning activities of the faculty and students are consistent with the VMGOs.

The VMGOs appear in every syllabus. Students are provided with the course outline, which reflects the VMGOs as the first thing to be explained/discussed by the teacher during his/her first meeting with the students. s during orientation of students at the early part of the start of classes.

Instances or evidences that show that the program goals and objectives are achieved

The performance of the BSMA students during their on-the-job training based on the evaluation and feedback from the different institutions, serving as host training establishments, show the internalization and application of the goals and objectives of the college and the program. Since the BSMA curriculum allows students to take the Certified Management Accountant (CMA) certification exam, a globally recognized gold standard in management accounting, it is a manifestation of the good experience provided to them in consonance with the mandate of the university.

Aside from this, they were also employed in different government and non-government agencies where they excel in their field of work. A tracer study by in May 2025 on the employability of accountancy and management accounting graduates from 2022-2024 revealed that most graduates found employment aligned to their degree, with school-related factors and developed competencies being highly valued in securing jobs. This shows the relevance of the curriculum and the experiences provided by the college.

Conduct dialogues with stakeholders as to the performance of the alumni of the College

During CBDEM activities where alumni of the college were present, members are gathered to discuss and share their assignments, achievements, positions held and accomplishment in the different agencies where they are connected. Relevance of the curriculum and the experiences provided by the College were also tackled as to its relevance to their present work.

Students' outputs in instruction, research and extension activities

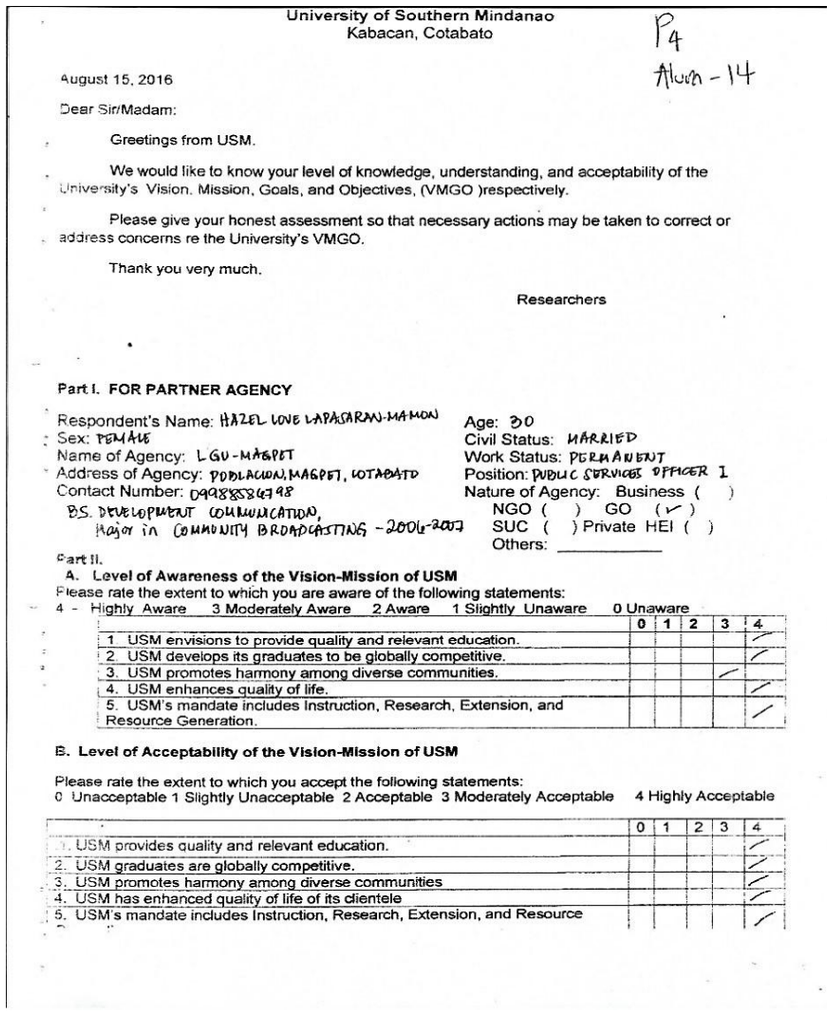
The curriculum of the BSMA requires the students to take two (2) research-related subjects, Thesis 1 and Thesis 2. These entail the students conduct research in relation to management accounting. Copies of the manuscripts submitted by students as requirement for graduation were submitted and indexed at the Office of the Director for Research, at the main library, and the college library. Thesis advisers were also given copy by their advisees.

Formal and casual conversations with students, faculty and staff as to their knowledge and extent of internalization of the VMGOs

The syllabus of each subject stipulates the VMGO as one of the first topics to be discussed during the first meeting. Thus, the orientation with the students does not only include the grading system and the rules in the classroom but also the inclusion of the VMGO.

Acceptability of the VMGO was assessed among stakeholders using survey questionnaires.

COPIES OF THE ACCOMPLISHED VMGO ACCEPTABILITY SURVEY QUESTIONNAIRE



University of Southern Mindanao
Kabacan, Cotabato

P4
Alum - 14

August 15, 2016

Dear Sir/Madam:

Greetings from USM.

We would like to know your level of knowledge, understanding, and acceptability of the University's Vision, Mission, Goals, and Objectives, (VMGO)respectively.

Please give your honest assessment so that necessary actions may be taken to correct or address concerns re the University's VMGO.

Thank you very much.

Researchers

Part I. FOR PARTNER AGENCY

Respondent's Name: HAZEL LOVE LAPASARAN-MAMON
Sex: FEMALE
Name of Agency: LGU-MAGPET
Address of Agency: POBLACION, MAGPET, COTABATO
Contact Number: 09985864798
BS. DEVELOPMENT COMMUNICATION, Major in COMMUNITY BROADCASTING - 2006-2007

Age: 30
Civil Status: MARRIED
Work Status: PERMANENT
Position: PUBLIC SERVICES OFFICER 1
Nature of Agency: Business ( )
NGO ( ) GO (✓)
SUC ( ) Private HEI ( )
Others: _____

Part II.

A. Level of Awareness of the Vision-Mission of USM

Please rate the extent to which you are aware of the following statements:
4 - Highly Aware 3 Moderately Aware 2 Aware 1 Slightly Unaware 0 Unaware

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse communities.				✓	
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

B. Level of Acceptability of the Vision-Mission of USM

Please rate the extent to which you accept the following statements:
0 Unacceptable 1 Slightly Unacceptable 2 Acceptable 3 Moderately Acceptable 4 Highly Acceptable

	0	1	2	3	4
1. USM provides quality and relevant education.					✓
2. USM graduates are globally competitive.					✓
3. USM promotes harmony among diverse communities					✓
4. USM has enhanced quality of life of its clientele					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource					✓

C. Level of Understanding of the Vision-Mission of USM

Please rate the extent to which you understand the following statements:
0 Not Understand 1 Slightly Understand 2 Understand
3 Moderately Understand 4 Highly Understand

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse cultures.					✓
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

Part III. Media/Strategies used in the dissemination of VGMO by the University and Colleges.

0 - never 1 - seldom 2 - sometimes 3 - often 4 - always

Media	0	1	2	3	4
1. Flyers				✓	
2. Radio Plugs/Programs					✓
3. Classroom Lectures					✓
4. Bulletins					✓
5. Posters				✓	
6. Bill Boards				✓	
7. University Newsletters					✓
8. College Newsletters				✓	
9. Student Manuals					✓
10. Course Syliabi					✓
11. University Programs					✓
12. Student Orientation					✓
13. USM Web page				✓	
Others, please specify:					

Part IV. What makes you or your agency proud to be a partner of the University of Southern Mindanao?

I am a proud product of USM and I am so grateful that the institution chose Magpet as recipient/beneficiary of their extension programs. As a DEVCOM GRADUATE I can well-oriented in extension programs and know fully well the advantages of the program to the chosen communities. New technologies/breakthroughs are what I am expecting to know from the extension workers on how magpet can best develop its agricultural areas/products for global market.

Part V. What concepts/ideals would you suggest to be included in the current Vision-Mission-Goals and Objectives of USM?

None at all

Part VI. How did or could you or your agency help in the attainment of the VMGO of USM?

I can help by offering my time and expertise in the conduct of all USM extension programs here in Magpet. We will gladly accept in

(31) Fac ✓

Part I. FACULTY & STAFF

Respondent's Name: Sedra A. Murray
Sex: F
College/Unit: CAS, Biology Dept.
Number of Years at USM: 25
Contact Number: 09185388378

Age: 48
Civil Status: Married
Work Status: Permanent
Position: ASSO. PROF. ✓
Email Address: murraysedra@ymail.c

Part II.

A. Level of Awareness of the Vision-Mission of USM

Please rate the extent to which you are aware of the following statements:
4 - Highly Aware 3 Moderately Aware 2 Aware 1 Slightly Unaware 0 Unaware

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse communities.					✓
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

B. Level of Acceptability of the Vision-Mission of USM

Please rate the extent to which you accept the following statements:
0 Unacceptable 1 Slightly Unacceptable 2 Acceptable 3 Moderately Acceptable 4 Highly Acceptable

	0	1	2	3	4
1. USM provides quality and relevant education.					✓
2. USM graduates are globally competitive.					✓
3. USM promotes harmony among diverse communities					✓
4. USM has enhanced quality of life of its clientele					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

C. Level of Understanding of the Vision-Mission of USM

Please rate the extent to which you understand the following statements:
0 Not Understand 1 Slightly Understand 2 Understand
3 Moderately Understand 4 Highly Understand

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					✓
2. USM develops its graduates to be globally competitive.					✓
3. USM promotes harmony among diverse cultures.					✓
4. USM enhances quality of life.					✓
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					✓

Part III. Media/Strategies used in the dissemination of the VGMO by the University and College.

0 - never 1 - seldom 2 - sometimes 3 - often 4 - always

Media	0	1	2	3	4
1. Flyers				✓	
2. Radio Plugs/Programs				✓	
3. Classroom Lectures					✓
4. Bulletins				✓	
5. Posters				✓	
6. Bill Boards				✓	
7. University Newsletters					✓
8. College Newsletters					✓
9. Student Manuals					✓
10. Course Syllabi					✓
11. University Programs					✓
12. Student Orientation					✓
13. USM Web page					✓
Others, please specify:					✓

Part IV. What makes you proud to be a part of the University of Southern Mindanao?

USM provides development of its students in a realistic approach w/ only shows that the development myself professionally & have helped selected communities improve their quality of life.

Part V. What key concepts/ideals would you like to to be included in the current Vision-Mission-Goals and Objectives of USM?

ASEAN INTEGRATION

Part VI. How could you help in the attainment of the V-M-G-O of USM?

At the start of the lecture, V-MG-O should be orally recited by students & I will explain each paragraph clearly.

Thank you very much.

Emmanuel & Jinkee's HEART FOUNDATION INC (EJHFI)

(1)

Part I. FOR PARTNER AGENCY

Respondent's Name: TECHNICAL CONSULTANT
Sex:
Name of Agency: EJHFI
Address of Agency: CAM MELGAR, GONZAGA CAM
Contact Number:

Age:
Civil Status:
Work Status:
Position: TECHNICAL CONSULTANT
Nature of Agency: Business ( )
NGO (X) GO ( )
SUC ( ) Private HEI ( )
Others: CIVIL SOCIETY ORGANIZATION

Part II.

A. Level of Awareness of the Vision-Mission of USM

Please rate the extent to which you are aware of the following statements:
4 - Highly Aware 3 Moderately Aware 2 Aware 1 Slightly Unaware 0 Unaware

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					X
2. USM develops its graduates to be globally competitive.					X
3. USM promotes harmony among diverse communities.					X
4. USM enhances quality of life.					X
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					X

B. Level of Acceptability of the Vision-Mission of USM

Please rate the extent to which you accept the following statements:
0 Unacceptable 1 Slightly Unacceptable 2 Acceptable 3 Moderately Acceptable 4 Highly Acceptable

	0	1	2	3	4
1. USM provides quality and relevant education.					X
2. USM graduates are globally competitive.					X
3. USM promotes harmony among diverse communities					X
4. USM has enhanced quality of life of its clientele					X
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					X

C. Level of Understanding of the Vision-Mission of USM

Please rate the extent to which you understand the following statements:
0 Not Understand 1 Slightly Understand 2 Understand
3 Moderately Understand 4 Highly Understand

	0	1	2	3	4
1. USM envisions to provide quality and relevant education.					X
2. USM develops its graduates to be globally competitive.					X
3. USM promotes harmony among diverse cultures.					X
4. USM enhances quality of life.					X
5. USM's mandate includes Instruction, Research, Extension, and Resource Generation.					X

Part III. Media/Strategies used in the dissemination of VGMO by the University and College.

0 - never 1 - seldom 2 - sometimes 3 - often 4 - always

Media	0	1	2	3	4
1. Flyers					(
2. Radio Plugs/Programs					)
3. Classroom Lectures					1
4. Bulletins					4
5. Posters					X
6. Bill Boards					(
7. University Newsletters					)
8. College Newsletters					1
9. Student Manuals					X
10. Course Syllabi					4
11. University Programs					X
12. Student Orientation					X
13. USM Web page					
Others, please specify:					

Part IV. What makes you or your agency proud to be a partner of the University of Southern Mindanao?

The foundation feels very proud for USM to become partners in our activity especially a Long-Term Project. We are in the process of election this year of Senator, Hon. Bam Aquino D-PACQUIAO into Senate office to continue the campaign. We are developing his anti-Anti-Corruption Agri-Path, Hotel & Resorts for local & foreign tourist.

Part V. What concepts/ideals would you suggest to be included in the current Vision-Mission-Goals and Objectives of USM?

VGMO should include partner agencies as prime movers in Socio-Economic Development Plan Goals as brain-storming for unity & extend its experience & help to partner agencies like EJHFI.

Part VI. How did or could you or your agency help in the attainment of the VMGO of USM?

The foundation can also extend some sort of assistance if needed.

X = 4

Thank you very much.

4. BEST PRACTICES

The Vision, Mission, Goals and Objectives are well-crafted and underwent necessary and proper procedures. The Vision and Mission of the University have also been translated in different languages specifically Cebuano, Maguindanaon, and Filipino.

The University adheres to the mandate that all agencies must maintain a transparency seal in their websites to accomplish what the institution envisions. In addition to the University's website, USM also has created a Facebook page, Twitter and Instagram, and strengthened the University Public Relations and Information Office (UPRIO). This provides greater access of the stakeholders to information about the university. This also meant that the stakeholders have now more freedom to participate to accomplish the University's various activities in general and in the accomplishment of the institution's VMGO in particular.

Moreover, to keep up with the modern times, the University has installed a LED Wall TV right at the entrance of the school which is used to convey all relevant information about the institution. In addition to this, USM strengthened its social media platforms such as Facebook and YouTube. All these media help to facilitate the accomplishment of what the institution envisioned.