B.3. Evidence/s of awareness and acceptability of the VMGO.

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.



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

COPIES OF THE ACCOMPLISHED VMGO ACCEPTABILITY SURVEY QUESTIONNAIRE

Wahanan Catabata		1			
Kabacan, Cotabato		19			
August 15, 2016		机	in.	- 14	ŀ
Dear SinMadam:					
Greetings from USM.					
We would like to know your level of knowledge, understanding, and accumulately's Vision, Mission, Goals, and Objectives, (VMGO)respectively.	ceptabil	ty of	the		
Please give your honest assessment so that necessary actions may be address concerns re the University's VMGO.	taken t	00 00	rrect	or	
Thank you very much.					
Researcher	*				
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USM RDEP Monitor

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Strategic planning at Kisulad (WOW-KISS)



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 Novem-ber 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 land-marks 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. 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

Dr. Ricardo T. Gloria 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



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

EA Alcala, VP for R & E Myrna R. Tan

Certified True Copy)

Secan JULIET G. CAMADDO **Board Secretary I** USM, Kabacan, Cotabato

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

DV Oria is 2005 PARRFI professorial chair holder

The Philippine Ágriculture 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.



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PSAS honors 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 Conven-



CC Pomares

tion 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 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 - CENCOM, Prof. Josephine G. Tangonan - CHEFS, Drs. Emertie 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. M. Rasul M. Buisan - Admin, Drs. Cristobal R. Lopez - HRMO; Abraham G. Castillo - AIPS; Profs. Herminigido 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. 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; Ms. Minda A. Yap and Prof. Benjamin Nayal from USM-KCC; Dr. Wilfredo L. Doong - CT.

The technical secretariat were: Jul-Aida U. Enock, Myrna R. Tan, Danilo Sison, Marlowe Llorato 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. Gubernsz (left. photo). presented the rationale of the workshop at holios the Performance of USMInterim Development Plan and Ms. Jul-Aida U. E. (tight). planning officer (USM) reported on the Medium Term Regional Deviment Plan 2041-2010.



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



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



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

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MA. JULIET G. CAMADDO Board Secretary I USM, Kabacan, Cotabato - USM RDEP Monitor Vol. 24 . No. 4 [Dec

I. Strategic Planning at Kisulad (WOW-KISS)



Dr. Fartunato A. Batta



Dr Ricardo T Glaria

The University of Southern Mindason, Kabecon, Cotabato drawigh the leaf_astipof President Vingillo G. Oliva with the support and coordination of the Planning and Development Office-headed by Dega Herminigish M. Guiterez conducted a four-day Stategic Planning Workshop held at Puting Balas Resort, Sal. Marin. Desay DelSay the November 15-18, 2004.

A place also known as WOW-XUSS (War on Waste- at Kirshid or Keep it Simple and Secret), is one of the landmarks of two-kime Secretary (DOST and DECS), Dr. Ricardo G Gloria who hosted the workshop. (Thank you very much Sir for sharing to us the wooderful blessings of nature).

Dr. Fortunato A. Battad, President Emeritus, CLSU addressed the administrative connect on the Institution Building and Governance of SUCs and Recent Deyelepments of Agriculture and Dr. Ricardo T. Gloria, himself will oil Section Adcipier to the Department of Agriculture Secretary for Southern Philippices; he leatuned on the Current Trends in Education, Agriculture, Science and Technology in Mindman.

Dr. Palasig U. Ampung gave the opening statements on Policy and Direction Towards Globalization and Pres. Virgilio G Olive gave the Statement of Turuss. Policies, & Directions while Eng. Hammingildo M. Gutterre presented the reticional triering of the workshop extinities and the Performance of USAV Internal Development Plan. Ms. Jul-Aida U. Exock, planning officer (USAV) reported on the Medium Term Regional Development Plan 2004-2010.

There were 59 participants from the USM Administrative Conneil and 12 denses presents Drs. Planetin G. Tahen - Graduate College, Condrado C. Errangelisti-CA, Edan M. Jover-Former Dens, CA; Antina B. Raendon-CAS; Antonio N. Tacordon - CEEP, Rommel G. Tangonan - CENCOMP, Prof. Lossophine G. Tangonan - CEPS; Dun. Emeriti O. Stoniolinding - CVIdy, Manuel G. Sabutan- In-SA; Educatio B. Tambak - IDEA; Coman K. Amilbahar - DiEAS; Rogello S. Tahen- USMA- KCC Likewise, 20 differentes and heads of units attended: Mr. Rasol IA. Briston-Admin; Drs. Cristobal R. Lopez - HEMOC, Alreahum G. Cassillo - Adrisc Prof. Herminigido M. Gustierez - PDO; Flora M. Garcia - USCAO, Dr. Ariston D. Calvo-PPS; Ms. Domings Thelma. C. Burista - PMS; Dr. Berry G. Quirgo-Heopital; Dr. Nicolas A. Turnes - GAS; Prof. Marcelo, Nager - ISPEAR Drs. Samona Molan - Registrar - Loya A. Tagorok: Extension; Eledian R. Raeriet - structure; Dr. Gaze Lopez - Raesarch; Herse C. Nicor - USSIAAC; Reynaldo S. Callano - PCRE, M. Minda A. Yay and Prof. Benjamin Nyral from USSIACC;

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.

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; SWOTÄnalysis; 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 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 morallyresponsive human resources for sustainable development.

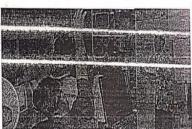
MISSION: To accelerate the socioconomic development, promote harmony among diverse communities in Southern Philippines, and improve the quality of life through instruction, research, extension, and production.







Engr. Gutterres (left photo) presented the rationale of the workshop activities as Performance of USSM Interim Development Plan and Ms. Jul-Aida U. Enock (right), ning officer (USSM) reported on the Medium Term Regional Development Plan



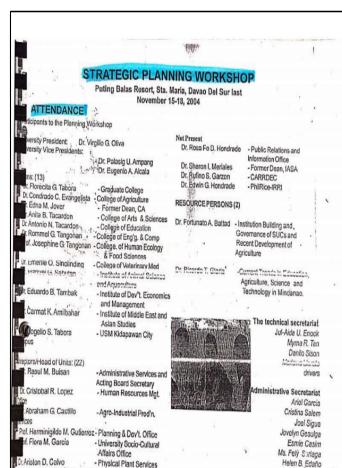
Workshop: Group I by Instruction, led by Dr. ER Baulista (right



Workshop: Group II composed of Research and Extension



Works Group III c posed of adn.



Dominga Thelma C. Bautista - Financial Mgt. Services

Health and Hospital Services

Student Affairs Services
 Institute of Sports, Physical Education and Recreation

Betty G. Quiapo

icolas A. Turnos larcelo N. Yagong

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
- 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:
 - Instruction revised curricula, integration of various fields such as ICT and values, faculty requirement and loadings, hiring policies (re: in-breeding), etc...
 - Research and Extension research and extension thrusts, strengthening and expanding linkages, better integration with instruction and production functions of the university, etc...
 - Production strengthening existing businesses, new businesses, improvement of accounting system, organizational structure, etc...
 - 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...
 - 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
- Strategies
- 6. Action Programs for Both Short and Long Terms
- 7. Projected Financial Statements
- 8. Controls

