



**UNIVERSITY RECORDS OFFICE  
CERTIFIED TRUE COPY  
FROM THE ORIGINAL DOCUMENT**

**University of Southeastern Philippines**  
*Office of the Secretary of the University – University Records Office*

**BOARD SECRETARY’S CERTIFICATION**

I, **JOAN D. GERVACIO**, Board Secretary of the University of Southeastern Philippines (USEP), a State University duly created under Batas Pambansa Bilang 12, with address at Iñigo St., Obrero, Davao City, do hereby certify that the USEP Board of Regents (BOR) acted upon the following resolution during its 188<sup>th</sup> Meeting held on 27 April 2022 via Zoom.

With the endorsement from the Board Finance Committee (BFC) and Board Academic, Research, and Extension (BARE) Committee, and upon motion duly made, seconded, and unanimously carried, **the Board passed:**

<p><b>Board Resolution No. 04, s.2022</b></p>	<p><b>Approval of the USEP Strategic Plan 2022-2027 with its Three-Year Institutional Development Plan from 2022-2024 including the following components:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Vision, Mission, and Goals</b></li> <li>▪ <b>Educational Philosophy</b></li> <li>▪ <b>Quality Policy Statement, and</b></li> <li>▪ <b>Core Values</b></li> </ul>
---	--

I hereunto affix my signature this 3<sup>rd</sup> day of June 2022 at Davao City, Philippines.

**CERTIFIED TRUE:**

**JOAN D. GERVACIO**  
Secretary of the University and  
the Board of Regents

**WE BUILD DREAMS WITHOUT LIMITS**

Address: University of Southeastern Philippines  
Iñigo St., Bo. Obrero, Davao City  
Philippines 8000

Telephone: (082) 227-8192 local 209 and 211

Website: [www.usep.edu.ph](http://www.usep.edu.ph)

E-mail: [osu@usep.edu.ph](mailto:osu@usep.edu.ph) | [subr@usep.edu.ph](mailto:subr@usep.edu.ph)






**University of Southeastern Philippines**  
*Office of the President*

**INSTRUCTION/REMARKS FROM THE  
OFFICE OF THE PRESIDENT**

<b>Board Resolution No. 04, s.2022</b>	<b>Approval of the USEP Strategic Plan 2022-2027 with its Three-Year Institutional Development Plan from 2022- 2024 including the following components:</b> <ul style="list-style-type: none"><li>▪ <b>Vision, Mission, and Goals</b></li><li>▪ <b>Educational Philosophy</b></li><li>▪ <b>Quality Policy Statement, and</b></li><li>▪ <b>Core Values</b></li></ul>
<b>Instruction from the Office of the President</b>	
<p>This matter is for the appropriate action by the Office of the Vice President for Planning and Quality Assurance (OVP-PQuA) and the Institutional Planning Division (IPD).</p> <p>Please ensure that the University is adherent/compliant with the reminders and observations of the Board Finance Committee and Board Academic, Research, and Extension Committee.</p> <p>Kindly take note of the <u>action points and agreements</u> highlighted in yellow in the attached excerpt of the Board Meeting minutes.</p> <p><b>The undersigned would like to express her gratitude to the concerned Offices for ensuring that this agenda item gets the approval of the USEP Governing Board.</b></p>	



**LOURDES C. GENERALAO**  
University President

Vice Chairperson, USEP Governing Board

**WE BUILD DREAMS WITHOUT LIMITS**

Address: University of Southeastern Philippines  
Iñigo St., Bo. Obrero, Davao City  
Philippines 8000

Telephone: (082) 227-8192 local 209 and 211

Website: [www.usep.edu.ph](http://www.usep.edu.ph)

E-mail: [osu@usep.edu.ph](mailto:osu@usep.edu.ph) | [subr@usep.edu.ph](mailto:subr@usep.edu.ph)





**University of Southeastern Philippines**  
*Office of the Secretary of the University – University Records Office*

**EXCERPT FROM THE MINUTES**

*188<sup>th</sup> Board of Regents Meeting  
First Quarter Meeting  
27 April 2022 via Zoom*

*(NOTE from the Board Secretary: The action points and agreements were highlighted yellow in the excerpt).*

**MATTERS ARISING FROM THE MINUTES OF THE PREVIOUS MEETING (17 FEBRUARY 2022)**

**USEP Strategic Plan 2022- 2027**

***USEP Educational Philosophy***

***USEP Quality Policy Statement***

***Three-Year Institutional Development Plan from 2022-2024***

The BFC Chair, Dir. Maria Lourdes D. Lim presented this agenda item.

The BFC Chair reported that the Board during its 187<sup>th</sup> Meeting **conditionally approved** the USEP Strategic Plan 2022-2031 per Board Resolution No. 153, s.2021, subject to the colatilla that the University will translate the directions set by the present Administration into:

- A medium-term plan (six years), and
- A short-term plan (three years).

With this, the University would be presenting to the Board during its 188<sup>th</sup> Meeting the following:

1. USEP Strategic Plan 2022- 2027, and the
2. Three-Year Institutional Development Plan from 2022-2024.

Moreover, she added that the Administration has seen it fit to also incorporate in the USEP Strategic Plan 2022- 2027 the following components:

3. USEP Educational Philosophy; and the

**WE BUILD DREAMS WITHOUT LIMITS**

Address: University of Southeastern Philippines  
Iñigo St., Bo. Obrero, Davao City  
Philippines 8000

Telephone: (082) 227-8192 local 209 and 211

Website: [www.usep.edu.ph](http://www.usep.edu.ph)

E-mail: [osu@usep.edu.ph](mailto:osu@usep.edu.ph) | [subr@usep.edu.ph](mailto:subr@usep.edu.ph)



#### 4. USeP Quality Policy Statement.

She further reported that the significant changes from the original plan are the time horizon and performance measures. As a result of the thorough review of the conditionally approved strategic plan, the University came up with a 6-year Strategic Plan that can be implemented by the two (2) Presidents/Administrations. The first short-term plan is the continuation of the previous catch-up plan initiatives and the primary targets of the next administration. The second plan focuses on completing the remaining targets in the strategic plan. Generally, these plans aim to contribute to the regional and national development plan; thus, USeP strives for continual innovation in proactive academic programs, impactful research for utilization, economically empowering community services, and sustainable resource management.

The BFC Chair then presented the diagram of the USeP Strategic Plan Framework, which shows the interrelationship of each document on how it translates the priorities of the University. She then proceeded to present Part 1, which is the USeP 6-Year Strategic Plan composed of the Vision, Mission, proposed Educational Philosophy, proposed Quality Policy, Goals, Strategic Areas of Concern (SAC), Cross-Cutting SACs, and Core Values of USeP.

She further reported that USeP also conducted the first cascading, including the survey and manifesto of support, last 01 April 2022 via Zoom. The results show that 99.7% of the internal stakeholders – students, faculty, and staff supported the 6-year strategic plan.

The BFC Chair proceeded with the presentation of Part 2, which is the USeP Three-year USeP Institutional Plan 2022-2024. The first short-term plan of the University focuses on the priority agenda of the current University President, including the one-year transition of the next administration. The plan entails the prioritization of the continuing targets in the previous plan, addressing the emerging trends in education, and laying down the foundation for the next administration. These agendas are consistently aligned with the University's long-term vision of becoming a premier research university that transforms communities in ASEAN and beyond. She added that there are six (6) priority agenda items identified.

Furthermore, this plan also presents the three-year physical targets with a corresponding budget based on the identified programs, projects, and activities. The identified strategies may still be improved during the agency's annual operational planning and annual planning exercises of the offices, colleges, and schools considering the emerging issues, especially in the education sector. All schools, colleges, offices, and campuses initiatives must conform to the plan to ensure the University will meet half of the targets of the six-year Strategic Plan, the BFC Chair reported.

In addition, the compliance status as to the actions points of the Board Finance Committee (BFC) and the Board Academic, Research, and Extension (BARE) Committee recommendations for this agenda item is 100 %.

After the presentation, the Board Chair sought comments and suggestions from the members of the Board:

The Board Chair stated that **the Governing Board would approve the Strategic Plan of the University without prejudice to the Approved Strategic Plan of CHED 2022 – 2026 and its significant items to make both strategic plans in harmony.**

DOST-RO XI Assistant Regional Director Kenneth D. Barroga raised the following suggestions and comments:

---

#### **WE BUILD DREAMS WITHOUT LIMITS**

Address: University of Southeastern Philippines  
Iñigo St., Bo. Obrero, Davao City  
Philippines 8000

Telephone: (082) 227-8192 local 209 and 211

Website: [www.usep.edu.ph](http://www.usep.edu.ph)

E-mail: [osu@usep.edu.ph](mailto:osu@usep.edu.ph) | [subr@usep.edu.ph](mailto:subr@usep.edu.ph)



- On the Mission, Figure 4: sustainable development was present but is removed in Figure 5 (finalize the mission of the University);
- On the ISO 9001:2015 targets from 2022 to 2027: The main target could be on the increase and expansion of the coverage of the ISO 9001:2015, not on the certification;
- On the target of USEP ISO: 45001 and 27001: the integration of all the quality management systems of the University (ISOs from 2025 to 2027);
- The end of the plan targets and specific targets for the “Contextually Sensitive Curriculum” and the “Number of Research Outputs” do not coincide;
- Plan the deployment and cascading of the strategic plan to the external stakeholders.

Regent Lim stated that the recommendation on the consistency of the numerical targets, integration of the Quality Management System (QMS), the expansion of coverage, and the communication for the external stakeholders would be well-considered.

The Board Chair then inquired on how to properly harmonize or input in the strategic plan the intent of the Commission in terms of being globally competitive and being global citizens. Regent Lim answered the query that this could be included in the Mission Statement which would then be translated to the Strategic Areas of Concern (SAC) where it is applicable. He then added that the notion of being a Smart University should be incorporated into the six-year strategic plan of the University.

Regent Lim then stated that the notion was discussed during the deliberation of the Board Finance Committee (BFC) and Board Academic, Research, Development, and Extension (BARE) Committee. The strategic plan elements would adopt the context of being a smart-university.

The Board Chair then recommended that the University should coordinate with CHED RO XI – Regional Director, Dr. Maricar R. Casquejo since an approved significant improvement was made in the CHED Strategic Plan 2022-2026 that would harmonize with the University’s strategic plan. CHED RO-XI Regional Director Casquejo informed the Board that a draft CHED Strategic Plan was given to the University before it was approved to be a basis for harmonizing the CHED strategic plan and the USEP Strategic Plan. She then added that the approved CHED Strategic plan and its improvements would be communicated to the University.

The Board Chair suggested that in the "Strengthening of the Human Resource Competencies," the University should look into the enhancement of the Human Resource Information System (HRIS) since it is an evolving technology.

Regent Lim stated that its part of a Strategic Areas of Concern (SAC) of the University’s strategic plan. She added that strategies and specific programs and activities that would define the Human Resource Development and Competencies into a fully integrated system would be featured in the strategic plan.

The Board Chair stated that the institutional data analytics and knowledge management system should be examined in terms of different systems processes implemented in the University, since it is one of the priority areas of the different agencies such as The National Economic and Development Authority (NEDA) and the Commission on Higher Education (CHED).

The University President reiterated that the internationalization of the plans of the University is well stipulated as one of the Strategic Areas of Concern (SAC). She added that with regards to the Smart University concept, it is stipulated in the Cross-Cutting Strategic Areas of Concern (CSAC) which would be on data and connectivity, which would be engaged in data

**WE BUILD DREAMS WITHOUT LIMITS**

Address: University of Southeastern Philippines  
 Ifiigo St., Bo. Obrero, Davao City  
 Philippines 8000

Telephone: (082) 227-8192 local 209 and 211  
 Website: [www.usep.edu.ph](http://www.usep.edu.ph)  
 E-mail: [osu@usep.edu.ph](mailto:osu@usep.edu.ph) | [subr@usep.edu.ph](mailto:subr@usep.edu.ph)



analytics and improvement of the decision-making of the University. In addition, the alignment of the CHED Strategic Plan and the University's strategic plan was indicated with the bases of the draft strategic plan given by the CHED-ROXI (*as seen in the Matrix of Compliance*), as stated by the University President. She further added that the Human Resource Information System (HRIS) of the University is quite strong but still would be improved.

The Board Chair informed the members of the Governing Board that the Commissioner is planning to have a cutting-edge program that would be initiated by the six (6) State Universities and Colleges (SUCs) that would be presented to the Commission on Higher Education later on. He added that there would be a consolidation of different experts within the region and different State Universities and Colleges (SUCs) would be formulating Cutting-edge Academic Programs (*cited Philippine Normal University (PNU) and Isabela State University (ISU) on their Cutting-edge for Double-Logo Degree Program in Agricultural Education- a straight program from Bachelor's to Master's, wherein graduates would be able to take up the licensure examination for both teachers and agriculture.*) He added that they should take the lead in formulating cutting-edge programs since the PSGs are too limited.

The University President informed the Governing Board that the Vice President for Academic Affairs (VPAA), Dr. Bonifacio G. Gabales, Jr., and Secretary of the University and Board of Regents (SUBR), Dr. Joan D. Gervacio would finish their CHED-Global Academic Leadership Program (CHED GALP). She added that the suggestions given by the Board Chair are well incorporated in the Re-Entry Action Plans (REAP) and would be incorporated into the University's Strategic Plan.

Furthermore, the University President informed the Board Chair that from 18 May 2022 to 20 May 2022, the Futures Thinking Group, led by the Honorable Chair and Senator Pia S. Cayetano's team, would be conducting the Futures Thinking Forum. She then added that the Cutting-edge Academic Program mentioned by the Board Chair could be included in the forum.

The Board Chair then inquired if the forum would be face to face. The University President answered the query that this would be virtual and face-to-face. The Board Chair then requested the University President to include him in this program.

With no further comments from the members of the Board and with the endorsement made by the Board Finance Committee (BFC) and the Board Academic, Research and Extension (BARE) Committee. Upon motion duly made, seconded, and unanimously carried, the Board passed:

#### RESOLUTION NO. 04, S. 2022

RESOLVED THAT THE PROPOSED STRATEGIC PLAN 2022-2027 OF THE UNIVERSITY OF SOUTHEASTERN PHILIPPINES (USEP), ITS THREE-YEAR INSTITUTIONAL DEVELOPMENT PLAN FROM 2022-2024, INCLUDING THE FOLLOWING COMPONENTS: VISION, MISSION, AND GOALS; EDUCATIONAL PHILOSOPHY; QUALITY POLICY STATEMENT; AND CORE VALUES, **BE HEREBY APPROVED**, SUBJECT TO THE COMPLIANCE OF THE BOARD'S RECOMMENDATIONS.

**APPROVED**

---

#### **WE BUILD DREAMS WITHOUT LIMITS**

Address: University of Southeastern Philippines  
Iñigo St., Bo. Obbrero, Davao City  
Philippines 8000

Telephone: (082) 227-8192 local 209 and 211

Website: [www.usep.edu.ph](http://www.usep.edu.ph)

E-mail: [osu@usep.edu.ph](mailto:osu@usep.edu.ph) | [subr@usep.edu.ph](mailto:subr@usep.edu.ph)



RECORDED:



**JOAN D. GERVACIO**  
Secretary of the University and  
the Board of Regents

*[Note: This agenda item was presented by the BFC Chair seriatim with the other matters arising from the previous Meeting.]*