
ANNUAL REPORT

University of Southeastern Philippines

2021



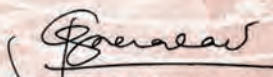
Quality Policy



As a Learning Organization, the *University of Southeastern Philippines* commits to promote **UNITY**, harness **STEWARDSHIP**, exemplify **EXCELLENCE** and demonstrate **PROFESSIONALISM** in the conduct of its key functions for the attainment of its *Vision, Mission, Goals, and Objectives*.

The Key Functions of the University - **Governance, Instruction, Research, Extension, and Production** - have corresponding quality objectives and principles covered by the Policy. These include achieving recognitions that are comparable to ASEAN ideals and principles; aligning academic programs and student services to ASEAN standards; nurturing a strong and vibrant research culture; intensifying innovations and technology transfers; and increasing resource generation of the University. *In fulfilling these Key Functions, the University is determined to build dreams without limits.*

To these ends, the University is dedicated to a process of continual improvement, satisfying applicable requirements of the standard, addressing risks, and maximizing opportunities. The Top Management pledges to regularly review and monitor strategic implementation of the **Quality Management System** in all aspects and at all levels.


LOURDES C. GENERALAO
University President

VISION

Premier Research University in the ASEAN

MISSION

USEP shall Produce World-Class Graduates and Relevant Research and Extension through Quality Education and Sustainable Resource Management.

Particularly, USEP is committed to:

- **Provide quality education for students to grow in knowledge, promote their well-rounded development, and make them globally competitive in the world of work;**
- **Engage in high impact research, not only for knowledge's sake, but also for its practical benefits to society; and,**
- **Promote entrepreneurship and industry collaboration.**

GOALS

Aligned with the university's vision and mission are specific goals for Key Result Areas (KRA) on Instruction; Research, Development, and Extension; and Resource Management:

KRA 1. Instruction

Produce globally competitive and morally upright graduates.

KRA 2. Research, Development, and Extension (RDE)

Develop a strong RDE culture with competent human resource and responsive and relevant researches that are adopted and utilized for development.

KRA 3. Resource Management

Produce an effective and efficient generation, allocation, and utilization of resources within the academe.

CORE VALUES

The University of Southeastern Philippines (USEP) is a community of scholars that values:

Unity
Stewardship
Excellence
Professionalism

As a Learning Organization, we shall demonstrate PROFESSIONALISM in all our dealings, promote UNITY among our stakeholders and us, and harness STEWARDSHIP in managing our resources, in order to exemplify EXCELLENCE in Instruction, Research, Extension, Production, and Development.

INSTITUTIONAL GRADUATE ATTRIBUTES (IGA)

What does it mean to be a USeP graduate? The graduate attributes represent the characteristics that the University wants to instill and develop to its students during their stay in the institution. These attributes are aspirational in nature, rather than a purely statement of current practice.

Institutional Graduate Attributes	Institutional Graduate Outcomes
LEADERSHIP SKILLS	Creates and inspires positive changes in the organization; exercises responsibility with integrity and accountability in the practice of one's profession or vocation.
CRITICAL AND ANALYTICAL THINKING SKILLS	Demonstrates creativity, innovativeness, and intellectual curiosity in optimizing available resources to develop new knowledge, methods, processes, systems, and value-added technologies.
SERVICE ORIENTED	Demonstrates concern for others, practices professional ethics, honesty, and exemplifies socio-cultural, environmental concern, and sustainability.
LIFELONG LEARNING	Demonstrates enthusiasm and passion for continuous personal and professional development.
PROFESSIONAL COMPETENCE	Demonstrates proficiency and flexibility in the area of specialization and in conveying information in accordance with global standards.

DEGREE PROGRAMS | Obrero Campus



COLLEGE OF ARTS AND SCIENCES

Undergraduate Programs

- Bachelor of Science in Mathematics
- Bachelor of Science in Statistics
- Bachelor of Arts in Literature and Cultural Studies
- Bachelor of Arts in English Language
Major in Applied Linguistics
- Bachelor of Science in Biology, specializing in
 - *Animal Biology*
 - *Plant Biology*

Graduate Programs

- Master of Science in Biology
- Master of Science in Applied Mathematics
- Master of English in Applied Linguistics
- Master of Arts in Literature



COLLEGE OF EDUCATION

Undergraduate Programs

- Bachelor of Elementary Education
- Bachelor of Early Childhood Education
- Bachelor of Special Needs Education
- Bachelor of Physical Education
- Bachelor of Technology and Livelihood Education major in Home Economics
- Bachelor of Secondary Education (BSEd), major in:
 - Science
 - English
 - Mathematics
- Bachelor of Technical-Vocational Teacher Education (BTVTE), major in:
 - Automotive Technology
 - Civil Construction Technology
 - Computer Systems Servicing
 - Electronics Technology
 - Electrical Technology
 - Mechanical Technology
 - Heating, Ventilation, Refrigeration, and Air-conditioning Technology

Graduate Programs

- Master of Education major in:
 - Educational Management
 - Early Childhood Education
 - Guidance and Counseling
 - Alternative Learning Systems
 - Language Teaching major in English
 - Special Education
 - Stream:
 - Hearing Impairment
 - Intellectual Disability
- Doctor of Education major in Educational Management

DEGREE PROGRAMS | Obrero Campus



COLLEGE OF ENGINEERING

Undergraduate Programs

- Bachelor of Science in Civil Engineering
 - Transportation Engineering
 - Geotechnical Engineering
 - Structural Engineering
- Bachelor of Science in Electronics Engineering
- Bachelor of Science in Electrical Engineering
- Bachelor of Science in Mechanical Engineering
- Bachelor of Science in Geodetic Engineering
- Bachelor of Science in Geology
- Bachelor of Science in Mining Engineering
- Bachelor of Science in Sanitary Engineering

Graduate Programs

- Master of Engineering Program, major in
 - Civil Engineering
 - Electronics and Communications Engineering
 - Electrical Engineering
 - Mechanical Engineering



COLLEGE OF INFORMATION AND COMPUTING

Undergraduate Programs

- Bachelor of Science in Computer Science, specializing in Data Science
- Bachelor of Science in Information Technology, specializing in
 - Information Security
 - Business Technology Management
- Bachelor of Library and Information Science

Graduate Programs

- Master in Information Technology
- Master of Science in Library Information Science
- Doctor in Information Technology



COLLEGE OF APPLIED ECONOMICS

Undergraduate Programs

- Bachelor of Science in Economics, specializing in
 - Development Economics
 - Monetary and Financial Economics
 - Resource and Environmental Economics

Graduate Programs

- Master of Science in Economics
- Master of Science in Econometrics

DEGREE PROGRAMS | Obrero Campus



COLLEGE OF BUSINESS ADMINISTRATION

Undergraduate Programs

- Bachelor of Science in Business Administration, specializing in Financial Management
- Bachelor of Science in Entrepreneurship
- Bachelor of Science in Hospitality Management, specializing in:
 - Hotel Administration
 - Culinary Arts Management
- Bachelor of Science in Accountancy

Graduate Programs

- Doctor of Philosophy, major in:
 - Organization Studies
 - Business Administration
- Master of Business Administration, major in:
 - Corporate Management
 - Enterprise Management
 - Agribusiness Management
 - Cooperative Management
 - Hospitality Management
 - State Enterprise Management
- e-Master of Business Administration major in Enterprise Development



COLLEGE OF TECHNOLOGY

Undergraduate Programs

- Bachelor of Science in Industrial Technology, major in:
 - Automotive Technology
 - Electrical Technology
 - Electronics Technology
 - Mechanical Technology

Graduate Programs

- Master of Industrial Technology, major in:
 - Automotive Technology
 - Electrical Technology
 - Electronics Technology
 - Mechanical Technology
 - Master of Technology Education, major in:
 - Automotive/Mechanical/Refrigeration and Air-conditioning Technology
 - Computer/Electrical/ Electronics Technology



SCHOOL OF LAW

- Juris Doctor Program

DEGREE PROGRAMS | Mintal Campus



COLLEGE OF DEVELOPMENT MANAGEMENT

Undergraduate Programs

- Bachelor of Science in Agricultural Economics
- Bachelor of Science in Agricultural Business
- Bachelor of Science in Community Development
- Bachelor of Public Administration
- Bachelor of Science in Development Anthropology

Graduate Programs

- Master of Business Administration major in Agricultural Business Management
- Doctor of Philosophy, major in:
 - Development Administration
 - Development Research Administration
 - Public Administration
 - Urban and Regional Development Administration
- Master of Public Administration, major in:
 - Organization Studies
 - Public Fiscal Administration
 - Public Policy and Program Administration
 - Local Governance and Administration
 - Public Safety Administration
- Master of Science in Development Administration, major in:
 - Sustainable Development Administration
 - Urban and Environmental Planning
 - Crisis and Disaster Risk Management
- Master of Science in Development Communication

DEGREE PROGRAMS | Tagum-Mabini Campus



COLLEGE OF TEACHER EDUCATION AND TECHNOLOGY

Undergraduate Programs

- Bachelor of Elementary Education
- Bachelor of Special Needs Education
- Bachelor of Early Childhood Education
- Bachelor of Secondary Education, major in:
 - Mathematics
 - English
 - Filipino
- Bachelor of Science in Information Technology, specializing in Information Security
- Bachelor of Technical-Vocational Teacher Education, major in:
 - Agricultural Crops Technology
 - Animal Production

Graduate Programs

- Doctor of Education major in Educational Management
- Master of Education major in Educational Management
- Master of Education in Language Teaching major in English



COLLEGE OF AGRICULTURE AND RELATED SCIENCES

Undergraduate Programs

- Bachelor of Science in Agricultural and Biosystems Engineering, major in:
 - AB Land and Water Resources Engineering
 - AB Machinery and Power Engineering
 - AB Process Engineering
 - AB Structures and Environment Engineering
- Bachelor of Science in Forestry

Graduate Programs

- Doctor of Philosophy in Horticulture
- Master of Science in Agriculture Engineering
 - Major in Land and Water Resources Engineering and Technology
- Master of Science in Forestry
 - Major in Forest Resource Management
- Master of Science in Agriculture, major in:
 - Agronomy
 - Animal Science
 - Horticulture
 - Crop Protection
 - Soil Science
- Master of Extension Education
- Master of Science in Environment Resource Management



SCHOOL OF MEDICINE

- Doctor of Medicine Program

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THE PRESIDENT'S MESSAGE

It is an honor to present the Annual Report for the year 2021, which highlights the significant projects, accomplishments, and programs of the University of Southeastern Philippines (USEP). Within these pages, you will find concise write-ups of events and activities that showcase the achievements, hard work, and perseverance of the USEP community.

Leading a great institution has never been easy, but through our collaborative efforts and the unwavering support and contributions of the Commission on Higher Education (CHED), the USEP Board of Regents, our partners, and the entire USEP community, we have made it possible. Despite the challenges that arose this year, attempting to break our academic spirit of resilience, we remain united and stronger than ever. We have taken the opportunity to assess areas in the University where we can further improve.

As I enter my sixth year as the President of this institution, where I have dedicated more than four decades of my life, my faith in the University's competence to change lives and transform communities remains unwavering.

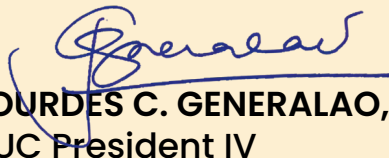
To all those who have contributed to USEP's success in 2021, I cannot express enough gratitude for being part of the USEP community. I firmly believe that our paths were destined to intersect.

I urge everyone to continue on the current path we are taking. Undoubtedly, we will face numerous challenges and encounter setbacks along the way. However, let us remain hopeful and resilient. As Elizabeth Edwards once said,

"Resilience is accepting your new reality, even if it's less good than the one you had before. You can fight it, you can do nothing but scream about what you've lost, or you can accept that and try to put together something that's good."

The University of Southeastern Philippines will persist in its pursuit of greatness while upholding its core values of Unity, Stewardship, Excellence, and Professionalism.

May this Report not only serve as a guide and reference but also inspire us to persevere even in the face of adversity.



LOURDES C. GENERALAO, Ph.D.
SUC President IV



EXECUTIVE SUMMARY

Profile and Statistics

The University of Southeastern Philippines, as per the approved General Appropriations Act (GAA) for 2021, received a total of PHP 1.1 billion. This amount covered expenses for Personnel Services, Maintenance and Other Operating Expenses (MOOE), and Capital Outlay.

For the second semester of the 2020–2021 school year (January 2021–May 2021), the University recorded a total of 8,406 enrollees. Additionally, there were 1,956 enrollees for the off-semester/summer of 2021 (June–July 2021), and 10,177 enrollees for the first semester of the 2021–2022 school year (August 2021–December 2021).

During the academic year 2021, the University President conferred a total of 813 graduates from both advanced and higher education programs. Out of this total, 72 percent graduated from higher education programs, while the remaining 28 percent graduated from advanced education programs.

As of December 2021, the University offered a total of 37 undergraduate programs and 30 graduate programs across its four physical campuses.

Administration and Governance

USEP was awarded the 2021 Freedom of Information (FOI) Champion in the State Universities and Colleges (SUCs) Category for its exemplary performance in implementing the FOI program.

The University was also recognized as one of the Outstanding COVID-19 Volunteers under the Organization Category during the 2021 Davao Region's Outstanding COVID-19 Volunteer Awarding Ceremony of the Regional Development Council (RDC) XI, held on December 7, 2021. This award acknowledges the exceptional performance and dedication of Filipino volunteers and their contribution to development and nation-building despite the challenges posed by the pandemic.

From June to December 2021, the University Gymnasium and Cultural Center served as a vaccination site. This was made possible through the University's partnership with the Association of Regional Executives and National Agencies (ARENA), the City Health Office, and the Department of Health (DOH). The University provided volunteer staff and augmented the utility and security personnel at the vaccination site. Additionally, the University supplied computers, tables, chairs, and internet connectivity. On certain days, USEP also provided food for the workers.

The University successfully passed the recertification audit conducted by SOCOTEC Certification International on April 26–27, 2021, without any non-conformities. It is worth noting that USEP previously passed the second surveillance audit on November 3–4, 2020.

To ensure the quality of higher education, the University subjected eight (8) academic programs to accreditation during the remote survey visit of the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP) on November 23–26, 2021.

The University was awarded champion during the 2021 Gender and Development (GAD) Summit of HEIs in the Davao Region, held last January 22, 2021, via the Zoom platform. This award reflects the University's strong promotion of gender equality through various webinars and workshops, particularly in the areas of gender mainstreaming in education, the use of gender-fair language, SOGIE awareness, and the roles of women in disaster risk reduction.

As the University's 15-year strategic plan concludes in 2021, the Administration has initiated the development of a new 10-year strategic plan covering the period 2022–2031. The creation of this new Strategic Plan involved a series of workshops, meetings, and consultations with stakeholders and partner agencies of the University.

Furthermore, the University, under the supervision of the Office of the Vice President for Planning Quality Assurance, has developed various systems essential for the continuity of business and operations within the University.

In 2021, the University signed a total of 38 Memoranda of Agreement (MoA) and Memoranda of Understanding (MoU) with national and local organizations and agencies. These include the University's MoA with the Commission on Higher Education for Project FLEET: Flexible Learning Empowerment through Educational Technology, as well as the IDIG Grant to USeP School of Medicine for the Project: Procurement of Technical and Scientific Equipment.

The University boasts a brief but illustrious history of achieving excellence in internationalization in various areas, including research, instruction, and academic support. USeP continues to integrate appropriate aspects of internationalization more comprehensively across all dimensions of the learning environment, such as curriculum, research, experiential learning, student services, and a wide range of non-formal curricular initiatives, in a systematic and sustained manner. Several MoAs and MoUs have been forged to foster academic and cultural interactions and enhance the internationalization efforts of the University. USeP currently maintains active partnerships with 14 international institutions. Notable partners include the Technical University of Babahoyo in Ecuador, the British Council UK (in collaboration with CHED) for the Access and Competitiveness Through Internationalization of Higher Education project, Suan Dusit University in Bangkok, Thailand, Charles Darwin University in Australia, and Magic 7+ Universities for research collaboration and academic engagements with universities in Canada.

Academic Affairs/Instruction

As part of the University's efforts to strengthen its higher and advanced education programs, it is noteworthy that all undergraduate programs are aligned with Outcome-Based Education (OBE). At the beginning of 2021, USeP had only nine (9) programs with a Certificate of Program Compliance (COPC). Currently, the University has obtained COPC for 20 programs, and an additional 21 programs are awaiting evaluation by CHED.

After five (5) years of continuous preparation and commitment, the University successfully launched the School of Medicine last October. The first semester commenced on November 8 with an enrollment of 20 students.

In 2021, several licensure examinations were conducted, and USeP graduates demonstrated their excellence. A total of 18 graduates from the University achieved Top 10 rankings in various board examinations.

As a state university, USeP acknowledges its social responsibility and offers programs that promote inclusivity, including support for students with special needs. These initiatives enhance student satisfaction and confidence and contribute to improved student survival and graduation rates. The University continues to offer programs through the College Education Behind Bars (CEBB). After four years of operation of CEBB, in active partnership with the Social Entrepreneurship Technology and Business Institute (SETBI) and the Bureau of Jail Management and Penology (BJMP), eight (8) students earned a BS in Agricultural Business, and an additional five (5) students earned a BS in Computer Technology this year.

Another significant effort of the University to promote inclusivity is the establishment of USeP Malabog Campus in partnership with the City Government of Davao, Barangay Malabog, the Department of Education, and the IP Community. An MOA for this partnership has already been approved, and the opening of classes is scheduled for the 2022-2023 school year.

Furthermore, USeP has intensified its tele-counseling services, expanded psychological testing services, and strengthened referral mechanisms. These efforts have resulted in improved psychological wellness among clients. In total, 11 faculty members and 144 students received counseling services at USeP.

Research, Development and Extension

As one of the esteemed academic institutions in the region, the University aims to become a premier research university not only in the country but also in ASEAN and beyond. Over the University's 43 years of existence, it has developed programs, initiated projects, engaged in research across various sectors, and conducted extension activities to benefit the community. All these endeavors have been made possible with the assistance of various funding institutions.

Among the research projects that have had a significant impact on the community are the following: PISOLAR: Payment Innovation of SHS Ownership via Lay Away Routine, Science for Convergence of Agriculture and Tourism (SciCAT-AGRI-VIDA): A project focused on advancing and generating a reliable source of income through value-added innovations and continual dissemination of agri-technologies for sustainable farm tourism, and the IPTBM project or Sustaining the Intellectual Property and Technology Business Management of USEP and Establishing IP-TBM in Consortium Member Institutions (CMIs) of Southern Mindanao Agriculture Aquatic and Natural Resources Research and Development Consortium (SMAARRDEC) in the Davao Region.

Since April 2003, the University has been hosting SMAARRDEC, which has played a crucial role in the University's goal of becoming a Research University. With an annual allocation of 500 thousand pesos in support of the Consortium's operations, the University has implemented several collaborative research projects in the region, generating millions of funding from external funding agency partners.

The Intellectual Property Office of the Philippines (IPOPHL) has awarded USEP with a gold award. Out of more than 100 Innovation and Technology Support Offices (ITSOs) in the Philippines, USEP was one of only three (3) higher education institutions to receive the gold award.

This year, USEP has eighteen (18) active instruction-based extension programs, all of which are being implemented despite the challenges posed by the pandemic.

After 15 years, the Second Edition of the RDE Manual was approved by the Board on July 26. This enhanced version of the 2006 RDE Manual incorporates the RDE Framework, serving as a guiding principle in the implementation of RDE PAPs, ensuring that outputs have a meaningful impact on the intended users. It also fosters dynamic synergy in achieving the University's vision, alongside instruction and production, emphasizing the essence of innovation.

Furthermore, this year, the University established the Office of Project Development and Linkages (OPDeL), which facilitates the creation of linkages in coordination with the RDE Divisions and the colleges where expertise is housed. This office plays a vital role in facilitating invitations for RDE engagements both locally and internationally.

Production

From the various income-generating projects (IGPs), the University earned a net income of Php 6,294,557.84 across all campuses.

The non-agricultural IGPs of the University include Commercial Stalls, Hostel, Dormitory, Social Hall, USEP Gymnasium and Cultural Center, Canteen Rental, Water System Rental, House Rental, Printing Press, and Vehicle Pass, which collectively contributed 15 percent of the income. Among the University's agricultural-based IGPs, Crop Production and Mango sales were the main contributors, accounting for 85 percent of the income. The remaining 5 percent of the income came from Other Business and Interest Income.



PROFILE **AND** STATISTICS

USEP Budget per General Appropriations Act 2021

The University of Southeastern Philippines, per the approved General Appropriations Act (GAA) for 2021, acquired the amount of PHP 1.1 Billion. This covered the expenses for Personnel Services, Maintenance and Other Operating Expenses (MOOE), and Capital Outlay.

Table 1. USEP Budget per GAA 2021

	Amount (in Php)
Personnel Services	450,544,000.00
Maintenance and Other Operating Expenses	154,892,000.00
Capital Outlay	537,063,000.00
TOTAL	1,142,499,000.00

The different Capital Outlay projects funded under GAA 2021, with a sum of Php 537, 063, 000.00, are listed in Table 2.

Table 2. Capital Outlay Projects included in GAA 2021

Project	Amount (in Php)
Higher Education Program- Office Equipment	1,143,000.00
Higher Education Program - Other Machinery Equipment	708,000.00
Higher Education Program - Furniture and Fixtures	8,880,000.00
Advanced Education Program - Technical and Scientific Equipment	50,000,000.00
Increase in Carrying Capacity of the College of Medicine – For Later Release	61,500,000.00
Procurement of Books and Equipment for USEP College of Medicine – For Later Release	9,700,000.00
OneUSEP, OneDATA: Turning Data Into Information With Data Warehousing	1,000,000.00
Construction of Administrative Building, USEP Obrero Campus	90,000,000.00
Construction of 7-Storey Multi-Media Learning Resource Center, USEP Obrero Campus	50,000,000.00
Construction of Academic Building, USEP Tagum Unit, Tagum-Mabini Campus (Phase 1 of 3)	104,132,000.00
Completion of SAec Building, USEP Obrero Campus	30,000,000.00
Construction of Technology and Business Incubator	25,000,000.00
Completion of IT Building, USEP Obrero Campus	15,000,000.00
Construction of School of Medicine Building, USEP Tagum Unit, Tagum-Mabini Campus	90,000,000.00
TOTAL	537,063,000.00

Enrolment in Calendar Year 2021

The University has recorded a total of 8,406 enrollees for the second semester of school year 2020– 2021 (January 2021–May 2021); 1,956 for off-semester/summer 2021 (June–July 2021); and 10,177 enrollees for the first semester of school year 2021–2022 (August 2021–December 2021).

Table 3. 2021 Enrolment Data Summary

COLLEGE	Second Semester 2020–2021	Off –Semester 2021	First Semester 2021–2022
ADVANCED EDUCATION			
College of Arts & Sciences	171	3	168
College of Education	793	69	958
College of Technology	122	2	115
College of Engineering	80	0	93
Institute of Computing	46	0	73
College of Business Administration	366	41	477
School of Applied Economics	35	2	43
ETEEAP	3	0	5
Mintal Campus	312	25	390
Tagum–Mabini Campus	385	35	520
TOTAL	2313	177	2842
HIGHER EDUCATION			
Obrero	4370	1656	5560
Mintal	531	94	661
Bislig	62	16	0
Tagum–Mabini	1130	13	1114
TOTAL	6093	1779	7335
GRAND TOTAL	8406	1956	10177

Graduates for Academic Year 2021

The University President has conferred a total of 813 graduates from both advanced and higher education programs for the academic year 2021. Out of the total number, 72 percent were from higher education, while the remaining 28 percent were from advanced education.

The table below shows the total number of graduates from each campus or college.

Table 4. Total Number of Graduates from Each Campus/College as of December 2021

COLLEGE/COLLEGE	Graduates' Data								TOTAL
	Undergraduate				Graduate				
	Jan 22	Jun 30	Aug 27	Total	Jan 22	Jun 30	Aug 27	Total	
Obrero Campus									
College of Arts & Sciences	4	26	4	34	2	15	2	19	53
College of Business Administration	0	2	0	2	14	31	7	52	54
College of Engineering	52	51	80	183	0	5	0	5	188
College of Technology	2	26	13	41	5	17	1	23	64
College of Education	0	1	0	1	13	28	13	54	55
College of Information and Computing	9	30	18	57	3	4	0	7	64
College of Applied Economics	12	101	11	124	10	1	3	14	138
Mintal Campus									
College of Development Management	2	47	3	52	3	13	3	19	71
Tagum-Mabini Campus									
College of Agriculture and Related Sciences	9	9	6	24	5	10	9	24	48
College of Teacher Education and Technology	0	0	0	0	1	4	2	7	7
Bislig Campus	13	46	12	71	0	0	0	0	71
TOTAL	103	339	147	589	56	128	40	224	813

Student-Scholars for SY 2020-2021

In August 2017, the Republic Act 10931, known as the Universal Access to Quality Tertiary Education Act was signed into law in August 2017 by President Rodrigo Duterte, providing underprivileged Filipino students the opportunity to pursue college degrees through free tuition and exemption of other fees in SUCs. However, scholarships in the form of book allowance, stipend, and assistance in doing review for board examinations were still continuously being offered.

For the School Year 2020-2021, there are 2,243 undergraduate student-scholars, with 460 student scholars from Mintal Campus, 464 from Obrero Campus, and 1,319 from Tagum-Mabini Campus. There are 26 graduate student-scholars, with 4 student-scholars from Mintal Campus, 15 from Obrero Campus, and 7 from Tagum-Mabini Campus.

Table 5. Number of Scholars per Campus for School Year 2020-2021

Undergraduate Programs	1st Sem, SY 2019-2020	2nd Sem, SY 2019-2020	TOTAL SY 2019-2020
Mintal	231	229	460
Obrero	236	228	464
Tagum-Mabini	612	707	1,319

Undergraduate Programs	1st Sem, SY 2019-2020	2nd Sem, SY 2019-2020	TOTAL SY 2019-2020
Subtotal	1,079	1,164	2,243
Graduate Programs			
Mintal	2	2	4
Obrero	8	7	15
Tagum-Mabini	3	4	7
Subtotal	13	13	26
Grand Total	1,092	1,177	2,269

Employee Statistics

As of December 2021, the University has recorded a total of 1,045 employees, with 547 regular and part-time faculty members, and 498 non-teaching staff. Out of the 547 faculty members, 68.1 percent were employed full-time while the remaining 31.99 percent worked as part-time faculty.

Table 6. Number of Regular and Part-time Faculty per Campus/College/School as of December 2021

Campus	Regular	Part-time	Total
Obrero Campus			
1. College of Engineering	39	29	68
2. College of Education	50	24	74
3. College of Arts and Sciences	48	14	62
4. College of Technology	27	0	27
5. College of Business Administration	29	16	45
6. College of Information and Computing	21	1	22
7. College of Applied Economics	10	1	11
8. School of Law	2	26	28
9. CWTS	0	5	5
Subtotal	226	116	342
Tagum-Mabini Campus			
1. College of Agriculture and Related Sciences	52	14	66
2. College of Technology and Teacher Education	54	10	64
3. School of Medicine	2	19	21
Subtotal	108	43	151
Mintal Campus			
	38	16	54
Grand Total	372	175	547

For the educational attainment of the teaching staff, 271 earned Master's degree while 162 obtained their Doctorate degree. The remaining 95 are holders of Bachelor's degree.

Table 7. Number of Regular and Part-time Faculty based on Educational Attainment in 2021

Degree	Regular	Part-time	Total
Bachelor's	33	62	95
Master's	216	55	271
Doctorate	123	39	162
Total	372	156	528

Out of the 498 support or non-teaching staff, 132 are regular employees, 3 are casual, 96 are outsourced from an external agency, 266 are contract of service (CoS), and 1 is job order (J.O).

Table 8. Number of Support/Non-teaching Staff per Campus in 2021

Campus	Regular	Casual	Outsourced (Agency)	Contract of Service (COS)	Job Order (J.O)	Total
Obrero	85	3	81	154	1	324
Tagum-Mabini	32	0	5	99	0	136
Mintal	15	0	10	13	0	38
Total	132	3	96	266	1	498

Academic Programs

As of December 2021, the University offered a total of 37 undergraduate and 30 graduate programs spread throughout its four physical campuses.

Programs in Higher Education (Undergraduate)

Bachelor of Science in Computer Science, specializing in Data Science

Bachelor of Science in Information Technology, specializing in

- *Information Security*
- *Business Technology Management*

Bachelor of Science in Business Administration, specializing in Financial Management

Bachelor of Science in Entrepreneurship
 Bachelor of Science in Hospitality Management, specializing in

- *Hotel Administration*
- *Culinary Arts Management*

Bachelor of Science in Agricultural and Biosystems Engineering, major in:

- *AB Land and Water Resources Engineering*
- *AB Machinery and Power Engineering*
- *AB Process Engineering*
- *AB Structures and Environment Engineering*

Bachelor of Science in Civil Engineering, major in:

- *Transportation Engineering*
- *Geotechnical Engineering*
- *Structural Engineering*

Bachelor of Science in Electrical Engineering

Bachelor of Science in Electronics Engineering

Bachelor of Science in Geodetic Engineering

Bachelor of Science in Mechanical Engineering

Bachelor of Science in Mining Engineering

Bachelor of Science in Geology

Bachelor of Elementary Education

Bachelor of Early Childhood Education

Bachelor of Special Needs Education

Bachelor of Secondary Education, major in:

- *Science*
- *English*
- *Mathematics*
- *Filipino*

Bachelor of Physical Education

Bachelor of Technology and Livelihood Education, major in Home Economics

Bachelor of Technical-Vocational Teacher Education, majors in:

- *Automotive Technology*
- *Civil Construction Technology*
- *Computer Systems Servicing*
- *Electronics Technology*
- *Electrical Technology*
- *Heating, Ventilation, Refrigeration and Air-conditioning Technology*
- *Mechanical Technology*
- *Animal Production*
- *Agricultural Crop Production*

Bachelor of Science in Economics, specializing in:

- *Development Economics*
- *Monetary and Financial Economics*
- *Resource and Environmental Economics*

Bachelor of Science in Biology, specializing in:

- *Animal Biology*
- *Plant Biology*

Bachelor of Arts in Literature and Cultural Studies

Bachelor of Science in Mathematics

Bachelor of Science in Statistics

Bachelor of Science in Agricultural Economics

Bachelor of Science in Agricultural Business

Bachelor of Science in Community Development

Bachelor of Science in Development Anthropology

Bachelor of Public Administration

Bachelor of Science in Agriculture, major in:

- *Animal Science*
- *Soil Science*
- *Entomology*
- *Agronomy*
- *Horticulture*
- *Plant Pathology*
- *Enterprise Management*

Bachelor of Science in Forestry

Bachelor of Library and Information Science

Bachelor of Science in Sanitary Engineering

Bachelor of Science in Accountancy

Bachelor of Arts in English Language, major in Applied Linguistics

Bachelor of Science in Industrial Technology, major in:

- *Automotive Technology*
- *Electrical Technology*
- *Electronics Technology*
- *Mechanical Technology*

***Programs in Advanced Studies
(Graduate School)***

Master of Arts in Literature

Master of Arts in Teaching major in Mathematics

Master of Science in Biology

Master of Science in Applied Mathematics

Master of English in Applied Linguistics

Master of Education, major in:

- *Educational Management*
- *Guidance and Counseling*
- *Early Childhood Education*
- *Alternative Learning System*
- *Language Teaching major in English*
- *Special Education*

Stream:

*Hearing Impairment
Intellectual Disability*

Master of Industrial Technology, major in:

- *Automotive Technology*
- *Electrical Technology*
- *Electronics Technology*
- *Mechanical Technology*

Master of Technology Education, major in:

- *Automotive/Mechanical/Refrigeration and Air-conditioning Technology*
- *Computer/Electrical/Electronic Technology*

Master of Engineering Program, major in:

- *Civil Engineering*
- *Electronics and Communications Engineering*
- *Electrical Engineering*
- *Mechanical Engineering*

Master in Information Technology

Master of Science in Library Information Science

Master of Science in Development Administration, major in:

- *Sustainable Development Administration*
- *Urban and Environmental Planning*
- *Crisis and Disaster Risk Management*

Master of Science in Development Communication

Master of Science in Environmental & Resource Management

Master of Science in Economics

Master of Science in Econometrics

Master of Business Administration, major in:

- *Corporate Management*
- *Enterprise Management*
- *Agribusiness Management*
- *Cooperative Management*
- *Hospitality Management*
- *State Enterprise Management*

e-Master of Business Administration, major in Enterprise Development

Master of Public Administration, major in:

- Organization Studies
- Public Fiscal Administration
- Local Government Administration
- Public Safety Administration
- Public Policy and Program Administration

Master of Science in Agriculture Engineering, major in Land and Water Resources Engineering and Technology

Master of Science in Agriculture, major in:

- Agronomy
- Animal Science
- Crop Protection
- Horticulture
- Soil Science

Master of Extension Education

Master of Science in Forestry, major in Forest Resource Management

Doctor of Education in Educational Management

Doctor of Philosophy, major in:

- Development Administration
- Development Research Administration
- Public Administration
- Urban and Regional Development Administration

Doctor of Philosophy, major in

- Organization Studies
- Business Administration

Doctor of Philosophy in Horticulture

Doctor in Information Technology

Juris Doctor Program

Doctor of Medicine

Programs with CHED Notation

Bachelor of Science in Computer Science, specializing in Data Science

Bachelor of Science in Information Technology, specializing in

- *Information Security*
- *Business Technology Management*

Bachelor of Science in Business Administration, specializing in Financial Management

Bachelor of Science in Civil Engineering, major in:

- *Transportation Engineering*
- *Geotechnical Engineering*
- *Structural Engineering*

Bachelor of Science in Electrical Engineering

Bachelor of Science in Electronics Engineering

Bachelor of Science in Geodetic Engineering

Bachelor of Science in Mechanical Engineering

Bachelor of Science in Mining Engineering

Bachelor of Elementary Education

Bachelor of Early Childhood Education

Bachelor of Special Needs Education

Bachelor of Secondary Education, major in:

- *Science*
- *English*
- *Mathematics*
- *Filipino*

Bachelor of Physical Education

Bachelor of Technology and Livelihood Education, major in Home Economics

Bachelor of Technical-Vocational Teacher Education, major in:

- *Automotive Technology*
- *Civil Construction Technology*
- *Computer Systems Servicing*
- *Electronics Technology*
- *Electrical Technology*
- *Heating, Ventilation, Refrigeration and Airconditioning Technology*
- *Mechanical Technology*
- *Animal Production*
- *Agricultural Crop Production*

Bachelor of Science in Economics, specializing in:

- *Development Economics*
- *Monetary and Financial Economics*
- *Resource and Environmental Economics*

Bachelor of Science in Biology, specializing in

- *Animal Biology*
- *Plant Biology*

Bachelor of Arts in Literature and Cultural Studies

Bachelor of Science in Mathematics

Bachelor of Science in Statistics

Bachelor of Science in Agricultural Business

Bachelor of Science in Community Development

Bachelor of Science in Development Anthropology

Bachelor of Public Administration

Bachelor of Science in Agriculture, major in:

- *Animal Science*
- *Soil Science*
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- *Agronomy*
- *Horticulture*
- *Plant Pathology*
- *Enterprise Management*

Bachelor of Science in Forestry

Bachelor of Library and Information Science

Bachelor of Science in Sanitary Engineering

Bachelor of Science in Accountancy

Bachelor of Arts in English Language, major in Applied Linguistics



ADMINISTRATION/ GOVERNANCE

The University of Southeastern Philippines demonstrated remarkable resilience and adaptability in 2021, navigating the challenges posed by the COVID-19 pandemic. Despite disruptions, USEP remained committed to delivering quality education and services to its stakeholders, leading to notable achievements and recognition in various domains.

USEP received accolades for its outstanding performance, including being honored as the 2021 FOI Champion in the State Universities and Colleges category. USEP also distinguished itself as one of the Outstanding COVID-19 Volunteers and emerged as the champion in the 2021 Gender and Development (GAD) Summit of Higher Education Institutions (HEIs) in the Davao Region.

The University's commitment to excellence was further affirmed by its recertification for ISO 9001:2015 without any non-conformities, demonstrating adherence to international standards. USEP's statistical activities were also recognized, winning the prestigious 30th National Statistics Month (NSM) Award for Best Statistical Activity conducted by a Government Organization.

During the pandemic, USEP actively engaged in critical COVID-19 projects and initiatives. Serving as a vaccination site, the University collaborated with local health offices and agencies to ensure the efficient inoculation of employees and students. The USEP COVID-19 Task Force closely monitored the progress of vaccinations, prioritizing the safety and well-being of the USEP community.

USEP achieved a significant milestone in 2021 with the formulation of its comprehensive 10-year Strategic Plan for the fiscal years 2022–2031. Through workshops and consultations with stakeholders and partner agencies, USEP harnessed collective insights and expertise to shape its future trajectory.

The University also expanded its global presence by establishing strategic partnerships with international institutions. Numerous Memorandum of Agreements and Memorandum of Understanding were signed, strengthening USEP's position as a globally connected institution.

Transparency in governance was prioritized, evident through the establishment of the Official University Gazette on USEP's website. This platform serves as the official publication, providing easy access to policies and administrative issuances enacted by the Board of Regents and other governing bodies.

USEP's dedication to good governance was acknowledged through the receipt of the Performance-Based Bonus for 2019 and meeting the requirements for the 2020 Performance-Based Bonus. These achievements underscore USEP's commitment to upholding ethical and effective governance practices.

USEP's accomplishments in the face of the pandemic highlight its resilience, adaptability, and commitment to delivering exceptional education and services to its valued stakeholders. The University's notable achievements across various domains serve as a testament to its dedication and ability to thrive amidst challenges.

Institutional Recognition

2021 Philippines Freedom of Information (FOI) Awards

The University of Southeastern Philippines (USEP) received two prestigious awards for its full implementation of the government's Freedom of Information (FOI) campaign at the 5th Edition of the Freedom of Information (FOI) Awards spearheaded by the Presidential Communications Operations Office (PCOO) on 25 November 2021 at The Radisson Blu Hotel in Cebu City.

USEP won as the 2021 FOI Champion in the State Universities and Colleges (SUCs) Category for its exemplary performance in the implementation of the FOI program that has made significant progress in providing Filipinos their right to access information on matters of public concern. Likewise, the University Records Officer and USEP FOI Decision Maker, Mr. Robert C. Satorre, was one of the eight awarded as Best FOI Officers from a pool of more than four thousand FOI Officers across the country, for having driven the USEP's efficient and effective compliance with the FOI program and processes, including zero delays in handling requests.



UseP as one of the Outstanding COVID-19 Volunteers

The University of Southeastern Philippines (UseP) was recognized as one of the Outstanding COVID-19 Volunteers under the Organization Category during the 2021 Davao Region's Outstanding COVID-19 Volunteer Awarding Ceremony of the Regional Development Council (RDC) XI held last 7 December 2021.

The said award was given to recognize the exemplary performance and dedication of Filipino volunteers and their



UseP recertified for ISO 9001:2015 with no non-conformities

The University successfully passed the recertification audit conducted by SOCOTEC Certification International on 26-27 April 2021 without any non-conformities. It may be recalled that UseP successfully passed the second surveillance audit last 3-4 November 2020.

UseP recognized by IPOPHIL

The Philippine Statistics Authority has granted UseP the 30th National Statistics Month (NSM) Award for Best Statistical Activity conducted by a Government Organization. This is in recognition of the activities that were organized by the University in October 2019 in observance of the 30th National Statistics Month. In 2021, the University initiated Webinar Series for the 31st National Statistics Month.



UseP as champion in GADTimpala 2021

The University was awarded as champion during the 2021 Gender and Development (GAD) Summit of HEIs in Davao Region last 22 January 2021 via Zoom platform. The Summit also served as an awarding ceremony of outstanding practices in the implementation of CMO No.1 s, 2015, also known as "Establishing the Policies and Guidelines on Gender and Development in CHED and Higher Education Institutions".

The UseP's GAD Office was announced as the first placer in the following categories: Best Practice on the Implementation of GAD in the Tri-focal Functions, Best Practice on the Implementation of GAD in the Extension Function of HEIs, and Best Practice on the Implementation of GAD in the Research Function of HEIs, hence, bagging the overall champion title for the 2021 GADTimpala.

USEP bags the 30th National Statistics Month (NSM) Award for Best Statistical Activity Conducted by a Government Organization



The Philippine Statistics Authority (PSA) has been granting the NSM award since 2002 to acknowledge and give incentives to outstanding participating government and private agencies, organizations, and local government units, in observance of the National Statistics Month (NSM). The University of Southeastern Philippines (USEP) was hailed as one of the winners of the 30th NSM award.

Gawad Edukampyon Awards 2021



The University was one of the finalists for the Higher Education Institutions (HEIs) Gawad Edukampyon Awards 2021 under Category 1: Excellence in Flexible and Responsive Management. The University Documents Archiving Systems (UDAS) and Online Feedback System (OFS) are showcased in this category.

Significant Accomplishments

COVID-19 Projects and Initiatives of the University

The Management issued several guidelines for the work arrangement of the University employees, as well as the vaccination of the employees and students, to protect them and minimize the risk of exposure to the COVID-19 virus and to maintain a healthy and safe environment for the entire USEP community.

USEP as Vaccination Site

As early as April 2021, the USEP- Obrero Social Hall was used as a vaccination site by the City Health Office Agdao District. It lasted until August 2021.

From June – December 2021, the University Gymnasium and Cultural Center has served as a vaccination site. This was made possible through the University's partnership with the Association of Regional Executives and National Agencies (ARENA), the City Health Office, and the Department of Health (DOH). The University provided volunteer staff and augmented the utility and security personnel at the vaccination site. The University also provided computers, tables, chairs, and internet connectivity. There were also days when USEP provided food for the workers.

Vaccination of Students and Employees

The USEP COVID-19 Task Force has continuously monitored the vaccination progress of the University. Table 9 shows the data of vaccinated employees as of 6 December 2021.

Table 9. Data of Vaccinated Employees

	OBRERO			MINTAL			TAGUM-MABINI		
	Vaccinated	Unvaccinated	Total	Vaccinated	Unvaccinated	Total	Vaccinated	Unvaccinated	Total
Faculty	261 (94.57%)	15 (5.43%)	276	32 (86.49%)	5 (13.51%)	37	95 (90.48%)	10 (9.52%)	105
Non-Teaching	303 (96.50%)	11 (3.50%)	314	37 (97.37%)	1 (2.63%)	38	150 (88.76%)	19 (11.24%)	169
Total	564 (95.59%)	26 (4.41%)	590	69 (92%)	6 (8%)	75	245 (89.42%)	29 (10.58%)	274

Table 10 shows the data of vaccinated students as of 30 December 2021.

Table 10. Data of Vaccinated Students

	OBRERO			MINTAL			TAGUM-MABINI		
	Fully Vaccinated	Partially vaccinated	Unvaccinated	Fully Vaccinated	Partially vaccinated	Unvaccinated	Fully Vaccinated	Partially vaccinated	Unvaccinated
Undergraduate	3311	484	939	216	40	132	812	126	497
Graduate	390	19	24	9	0	1	76	4	10
Total	3701	503	963	225	40	133	888	130	507

Formulation of the USeP 10-year Strategic Plan for FY 2022–2031

The Catch-up Plan of the University will end in 2021; hence, the USeP Administration is working on a new 10-year strategic plan covering the period 2022–2031. The development of the new Strategic Plan was done through a series of workshops, meetings, and consultations with the stakeholders and partner agencies of the University. These activities were conducted and facilitated by the USeP Technical Working Group under the guidance of a hired consultant.

Significant actions and decisions of the Administration during the pandemic translated into Memoranda

The Management issued several Guidelines for the work arrangement of the University employees, such as Memorandum No. 20210227–01 on Reiteration on Alternative Work Arrangements, Memorandum No. 20210331–03 on Resumption to Daily Duty of All Non-Teaching Personnel, Memorandum No. 20210604–01 on Adoption of an Alternative Work Arrangement during the period of Modified Enhanced Community Quarantine (MECQ) from 05–20 June 2021, Memorandum No. 20210618–01 on Extended Adoption of an Alternative Work Arrangement during the period of Modified Enhance Community Quarantine (MECQ), Memorandum No. 20210904–03 on Implementation of Skeleton Workforce on 06–18 September 2021, and Memorandum No. 20210908–01 on Extension of the Implementation of Skeleton Workforce. These provide specific guidelines on the schedule, setup, and work arrangement of the employees in order to protect them and minimize the risk of exposure to the COVID-19 virus, especially during the changes of quarantine protocol and status of Davao City.

On June 14, the Management released Memorandum No. 20210614–03 on Registration for COVID 19 Vaccine for Employees with Residential Address in Davao City. The main purpose of this is to ensure that the employees of the University are one of the firsts to receive the vaccination in order to combat the COVID-19 virus. The University has also become one of the official vaccination sites in Davao City. At the same time, University employees were able to be prioritized in receiving the vaccination.

On September 27, the Management released Memorandum No. 20210927–02 on Mandatory Vaccination of all USeP Employees. The purpose of this is to ensure that all employees of the University are fully vaccinated in order to maintain a healthy and safe environment for the entire USeP community. This Memorandum was also released in support of the government's efforts in minimizing, and ultimately eradicating, the COVID-19 virus in the country.

The Management also released Memoranda regarding the enrollment processes and updates of the University.

Other significant issuances of the Management are on the grant of Gratuity Pay for FY 2020 to JO COS Workers in the Government; the reimbursement of Internet Data Expense; the COVID-19 Vaccine Survey among USeP employees; the updating of the University Website; the issuance of RFID Cards to all USeP Employees; the printing of Daily Time Record through the Human Resource Information System; the unlawful Uploading and Sharing of Academic Documents and other Copyrighted Creations on Websites not Recognized by the University sans Prior Consent or Authority from the Authors or the University; the scheduling for the National Identification (ID) Registration in the Philippine Statistics Authority (PSA); the prohibition of Face-to-face Non-essential Events

inside and outside of the University Campuses; the prohibition of Face-to-face Non-essential Events Inside and Outside of the University Campuses; the use of E-Signature on Daily Time Record; the conduct of Physical and Mental Wellness Program every Friday; and the conduct of Conduct of Limited Face-to-Face Activities.

ISO 9001:2015 Recertified

The University successfully passed the ISO 9001:2015 Recertification Audit last April 26-27 which was conducted remotely by the SOCOTEC Certification Philippines, Inc.

It can be recalled that USEP had the certification audit visit on September 5-7, 2018, and was recommended for the immediate certification of ISO 9001:2015. The University also passed the first and second surveillance audits on May 27- 28, 2019, and November 3-4, 2020 respectively.

The University successfully conducted its remote Internal Quality Audits (IQA) last March and October. The IQA is conducted mandatorily by the University at least twice a year in compliance with ISO 9001:2015.

In compliance with the requirements of ISO 9001:2015 and to ensure that the relevant information and processes determined by the organization as being necessary for the effectiveness of the Quality Management System are properly documented, defined, maintained, and updated, the Campus Quality Management Coordinators (CQMCs) of the University created the USEP Business Process Map and assessed the relevance of the existing processes of the University. The Committee came up with a list of new procedure manuals which are relevant and essential to the functions, mandates, attainment of institutional goals, and continuity of business and operations of the offices in the University even in a crisis. This is also based on the identified core and support processes reflected in the revised Business Process Map (BPM) of USEP.

Also, in the University's quest for continuous quality improvement, USEP has formulated various trademarks or brands in response to the requirements of accrediting bodies. These include the USEP Core Competencies for the Philippine Quality Awards and the USEP Educational Philosophy for the AUN-QA. USEP will also be revising the University Quality Policy to align with the new Strategic Plan next year. All of these will be for Board approval in the first quarter of 2022.

Partnerships

Amidst the ongoing pandemic, the accumulated efforts of the officials, faculty and staff of the University have led to several partnerships.

To date, the University has 14 active international partners such as the:

- Sakon Nakhon Rajabhat University in Thailand
- Magic 7+ Universities on research collaboration and academic engagements with universities in Canada
- Charles Darwin University in Australia
- China Jiangsu Overseas Education Service Centre
- Institute of Botany, Jiangsu Province and Chinese Academy of Sciences Nanjing, China
- Nam Cam Tho University, Vietnam
- Suan Dusit University in Bangkok, Thailand
- Tan Trao University in Vietnam
- Technical University of Babahoyo in Ecuador
- University Mobility in Asia and The Pacific
- Chandigarh University in India
- University of Yogyakarta in Indonesia; and
- The British Council UK with CHED for the Access and Competitiveness Through Internationalization of Higher Education

For 2021, the University has inked a total of 32 Memorandum of Agreement and Memorandum of Understanding with national, and local organizations and agencies. Among these include the University's MoA with the Commission on Higher Education on Project FLEET: Flexible Learning Empowerment through Educational Technology and for the IDIG Grant to USEP School of Medicine for the Project: Procurement of Technical and Scientific Equipment.

Onboarding of the Official University Gazette on the University Website

As part of the University's commitment towards transparency in governance, the OSU-URO onboarded the Official University Gazette to the USeP website.

The USeP Official University Gazette is the official online publication of the Office of the President organized by the Office of the Secretary of the University and the University Records Office (OSU-URO) in coordination with the Office of the Executive Assistant (OEA). It contains policies and matters acted upon by the Board of Regents, State of the University Address (SOUA) speeches of the University President, the University Annual Reports as well as Administrative Issuances like Special Orders, Memoranda and Memorandum Circulars.

From December 2020 to date, there have been 44 designations with uni wide scope of duties, 46 designations under offices, and 213 designations with a college-wide scope of duties.

2019 and 2020 Performance-Based Bonus

On December 21, 2020, the University was informed by the AO25 Secretariat that it was eligible for the grant of FY 2019 Performance-Based Bonus (PBB). The bonus was released to qualified USeP officials and employees.

In compliance with the Memorandum Circular released by the AO 25 IATF, the University submitted to the AO25 Secretariat the required reports and requirements for the 2020 PBB a few days ahead of the deadline.

Based on the initial results, USeP satisfied 100 percent of the PBB Good Governance Conditions, Procurement Requirements, Common General Administration and Support Services, and Support to Operations (STO) requirements. However, the University is still awaiting the evaluation results of its Physical Accomplishment to be released by the CHED-Office of Institutional Quality Assurance and Governance (OIQAG).

Establishment of Futures Thinking Consortium of SUCs in Davao Region

The Office of CHED Commissioner Aldrin Darilag, in coordination with the Office of Senator Pia Cayetano and the Philippine Futures Thinking Society, has initiated a program to improve and strengthen the Futures Thinking and Foresight in practice with the four SUCs in Region XI. This initiative aims to collaborate with the mutual goal of achieving a region with future-proof institutions and future-ready graduates who shall respond to society's regional, national, and international demands.

One of the significant preliminary activities of this initiative was the conduct of the virtual seminar titled Envisioning a Shared Future of Education for Region XI: A Futures Literacy Seminar. The activity, hosted by the USeP Continuing Education Center last November 16, aimed to capacitate the participants with the basic competencies in Futures Thinking Literacy. There is a plan to offer a Master Class in the First Quarter of 2022.

Personnel Development

For 2021, a total of 21 faculty members have availed of the University scholarship.

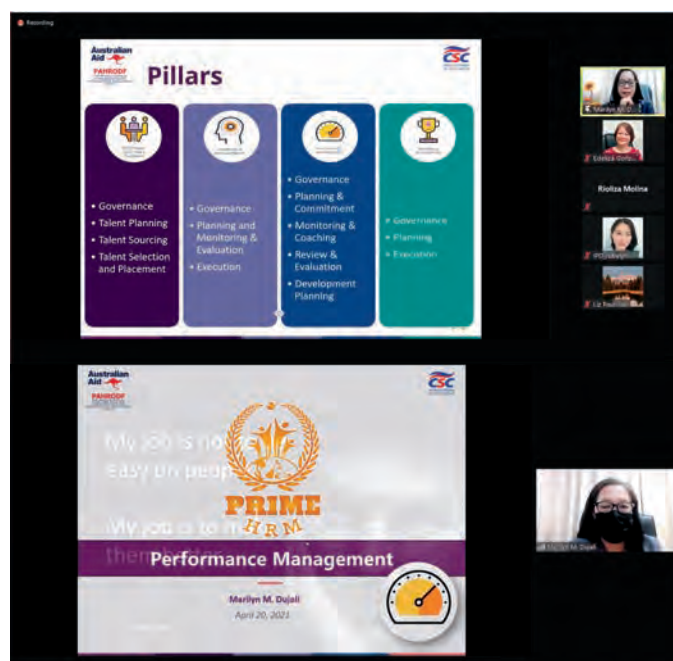
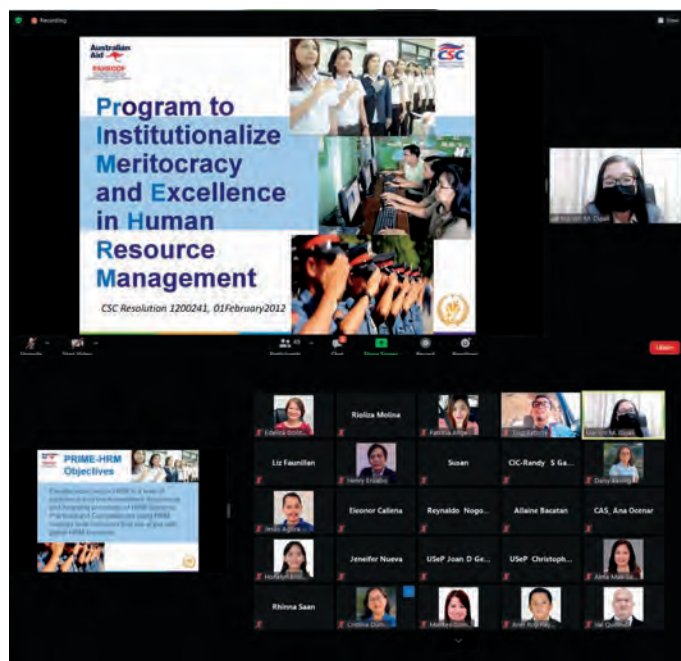
As of December 7, the University, through the Human Resource Management Division (HRMD), has conducted 17 in-house trainings for the year with a total of 1,622 trainees or participants. The trainings conducted include topics on Gender and Development, Effective Communication Skills, and on Disaster Resilience, as well as awareness seminar on Program to Institutionalize Meritocracy and Excellence in Human Resource Management or PRIME-HRM, on Omnibus Rules on Appointments and Other Human Resource Actions, on COA's Documentary Requirements, and Pre-Retirement Seminar Series. The University has spent 650 thousand pesos for these awareness and capacity-building activities.

Table 11. Number of Faculty-Scholars per Campus and College in 2021

Campus	Faculty
OBRERO CAMPUS	
College of Arts and Sciences	4
College of Business Administration	2
College of Education	3
College of Applied Economics	1
College of Engineering	1
TAGUM-MABINI CAMPUS	
College of Agriculture and Related Sciences	6
College of Teacher Education and Technology	4
MINTAL CAMPUS	
	0
TOTAL	21

Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME HRM)

The Management organized a series of online orientations, from April 6-27 for the Administrative Council members and Human Resource Management Division personnel regarding PRIME-HRM, a mechanism to assess the maturity level of an agency's HR systems. The University is in the process of complying with PRIME HRM requirements.



Facilities and Work Environment

Tables 12, 13, and 14 show the utilization of rooms in each building, library resources, and ICT resources across campuses.

Table 12. Building and Rooms Utilization Across Campuses in 2021

Name of Building	Classrooms	Laboratories	Offices	Comfort Rooms	Utility/ Storage Rooms	Unused
OBRERO CAMPUS						
College of Arts and Sciences	11	6	14	21	21	-
College of Technology	13	7	7	5	5	-
Mechatronics Building	11	1	8	14	14	-
College of Education	28	1	13	17	17	-
College of Engineering	19	9	14	10	10	-
Andaya Building	8	0	3	2	2	-
Research, Development, and Extension	0	0	4	5	5	-
University Hostel	0	0	1	9	9	-
University Gymnasium and Cultural Center	0	0	6	14	14	-
Physical Development Division	0	0	13	17	17	-
Social Hall						
Human Resource Office						
Office of Student Affairs and Services						
University Clinic						
Students Center						
TAGUM-MABINI CAMPUS						
Science Building (Ground Floor Only)	2	4	4	5	2	0
Gymnasium	9	0	9	19	2	4
Administration Building	0	1	6	6	5	0
Olaño Building	4	0	0	0	0	0
Bagong Lipunan Building	3	0	1	0	0	0
Forestry Building	2	1	2	2	1	0
Annex Building	4	1	0	2	2	0
Library Building	0	3	2	4	5	0
Speech Laboratory Building	0	1	2	2	1	0

Name of Building	Classrooms	Laboratories	Offices	Comfort Rooms	Utility/ Storage Rooms	Unused
FTC Building	0	0	7	7	2	0
Anatomy Building	0	1	0	1	1	0
Atep Building	2	0	3	2	0	0
Accreditation Building	0	3	5	1	3	0
Farm shop Building	0	3	2	1	2	0
Science Building (Ground Floor Only)						
MINTAL CAMPUS						
Administrative Building	0	1	14	9	11	0
Annex Building	13	0	5	3	2	1
Old Building	For rehabilitation					
Dry Lab Building	For rehabilitation					
Gymnasium	0	0	0	6	0	0

Table 13 shows the book collection of each library across campuses.

Table 13. Resources in All Libraries Across Campuses in 2021

Library	Programs Catered	No. of Book Collection
ULRC MAIN LIBRARY		
College of Arts and Sciences	Undergraduate	
	Bachelor of Science in Biology Major in Animal Biology	Titles: 336 Volumes: 349
	Bachelor of Science in Biology Major in Plant Biology	Titles: 319 Volumes: 330
	Bachelor of Science in Statistics	Titles: 738 Volumes: 743
	Bachelor of Science in Mathematics	Titles: 1289 Volumes: 1183
	Bachelor of Arts in Literature and Cultural Studies	Titles: 398 Volumes: 510
	AB English Language Major in Applied Linguistics	Titles: 153 Volumes: 218
	Graduate	
	Masters of Science in Biology	Titles: 192 Volumes: 207
	Masters of Science in Applied Mathematics	Titles: 543 Volumes: 545
	Master of English in Applied Linguistics	Titles: 118 Volumes: 119
	Masters of Arts in Literature	Titles: 199 Volumes: 222

Library	Programs Catered	No. of Book Collection
ULRC MAIN LIBRARY		
College of Applied Economics	Undergraduate	
	Bachelor of Science in Economics Major in Development Economics	Titles: 229 Volumes: 330
	Bachelor of Science in Economics Major in Monetary and Financial Economics	Titles: 665 Volumes: 748
	Bachelor of Science in Economics Major in Resource and Environment Economics	Titles: 710 Volumes: 842
	Graduate	
	Master of Science in Econometrics	Titles: 243 Volumes: 262
	Master of Science in Economics	Titles: 165 Volumes: 170
College of Information and Computing	Undergraduate	
	Bachelor of Library and Information Science	Titles: 861 Volumes: 1023
	Bachelor of Science in Computer Science	Titles: 279 Volumes: 304
	Bachelor of Science in Information Technology Major in Business Technology Management	Titles: 226 Volumes: 226
	Bachelor of Science in Information Technology Major Information Security	Titles: 288 Volumes: 381
	Graduate	
	Master of Science in Library and Information Science	New Curriculum Titles: 814 Volumes: 945 Old Curriculum Titles: 651 Volumes: 778
	Doctor in Information Technology	Titles: 255 Volumes: 255
	Master in Information Technology	Titles: 493 Volumes: 507
CED LRC		
	Undergraduate	
	Bachelor of Secondary Education major in English	Titles: 364 Volumes: 403
	Bachelor of Secondary Education major in Mathematics	Titles: 503 Volumes: 607
	Bachelor of Secondary Education major in Science	Titles: 489 Volumes: 561
	Bachelor of Elementary Education	Titles: 519 Volumes: 519
	Bachelor of Early Childhood Education	Titles: 409 Volumes: 475
	Bachelor of Special Needs Education	Titles: 428 Volumes: 476
	Bachelor of Technology and Livelihood Education	Titles: 443 Volumes: 522
	Bachelor of Technical-Vocational Teacher Education	Titles: 1772 Volumes: 1,968
	Bachelor of Physical Education	Titles: 522 Volumes: 628

Library	Programs Catered	No. of Book Collection
CED LRC		
	Graduate	
	Doctor of Education major in Educational Management	Titles: 633 Volumes: 633
	Master of Education major in Early Childhood Education	Titles: 836 Volumes: 1317
	Master of Education major in Educational Management	Titles: 617 Volumes: 882
	Master of Education in Language Teaching	Titles: 337 Volumes: 337
	Master of Education in Special Education	Titles: 320 Volumes: 348
	Master of Education major in Alternative Learning Systems	Titles: 518 Volumes: 673
	Master of Education major in Guidance and Counseling	Titles: 487 Volumes: 623
SoL LRC		
	Juris Doctor	Titles: 1, 238 Volumes: 1, 381
CBA LRC		
	Undergraduate	
	Bachelor of science in Business Administration	Titles: 556 Volumes: 886
	Bachelor of Science in Accountancy	Titles: 839 Volumes: 913
	Bachelor of Science in Entrepreneurship	Titles: 920 Volumes: 1104
	Bachelor of Science in Hospitality Management Major in Hotel Administration	Titles: 386 Volumes: 387
	Bachelor of Science in Hospitality Management Major in Culinary Arts	Titles: 449 Volumes: 450
	Graduate	
	Master of Business Administration / e-Master of Business Administration	Titles: 993 Volumes: 1126
	Doctor of Philosophy Major in Organizational Studies	Titles: 613 Volumes: 695
CT LRC		
	Undergraduate	
	Bachelor of Industrial Technology Major in Automotive Technology	Titles: 109 Volumes: 111
	Bachelor of Industrial Technology Major in Electrical Technology	Titles: 55 Volumes: 55
	Bachelor of Industrial Technology Major in Electronics Technology	Titles: 44 Volumes: 44
	Bachelor of Industrial Technology Major in Mechanical Technology	Titles: 48 Volumes: 48
	Graduate	
	Master of Industrial Technology Majors in Automotive, Electronics, Mechanical, Electrical	Titles: 1753 Volumes: 2078
	Master of Technology Education - Clustered Major in Automotive/Mechanical/Refrigeration and Air Conditioning Technology Computer/Electrical/ Electronics Technology	Titles: 1161 Volumes: 1421

Library	Programs Catered	No. of Book Collection
STLRC		
	Undergraduate	
	Bachelor of Science in Geology	Titles: 282 Volumes: 341
	Bachelor of Science in Civil Engineering	Titles: 653 Volumes: 1281
	Bachelor of Science in Electronics Engineering	Titles: 640 Volumes: 675
	Bachelor of Science in Electrical Engineering	Titles: 352 Volumes: 578
	Bachelor of Science in Engineering Mining	Titles: 66 Volumes: 90
	Bachelor of Science in Geodetic Engineering	Titles: 105 Volumes: 162
	Bachelor of Science in Mechanical Engineering	Titles: 374 Volumes: 476
	Bachelor of Science in Sanitary Engineering	Titles: 137 Volumes: 153
Graduate		
Master in Engineering Program	Titles: 64 Volumes: 72	
MINTAL CDM-LRC		
	Undergraduate	
	Bachelor of Science in Agricultural Business	Titles: 419 Volumes: 721
	Bachelor of Science in Agricultural Economics	Titles: 306 Volumes: 509
	Bachelor of Science in Community Development	Titles: 309 Volumes: 494
	Bachelor of Science in Development Anthropology	Titles: 117 Volumes: 132
	Bachelor in Public Administration	Titles: 311 Volumes: 507
	Graduate	
	Master of Public Administration	Titles: 243 Volumes: 351
	Master of Science in Development Communication	Titles: 96 Volumes: 167
	Master of Science in Development Administration	Titles: 130 Volumes: 178
	Doctor of Philosophy Major in Development Administration	Titles: 215 Volumes: 376
Doctor of Philosophy Major in Developmental Research and Administration	Titles: 210 Volumes: 344	
TAGUM LRC		
	Undergraduate	
	CTET – BSEd- English, Filipino, Math, BECEd, BEEd, BSNEd, BSIT, BTVTEd- GSTET – EdD, MEEM, Med-LT	Titles: 7800 Volumes: 15123
	Graduate	
	CARS – BSABE GSARS – PhD, MEXEd, MSE, MSA-Agronomy, Horticulture, Crop Protection, Animal Science, Soil Science, MSF, MSERM	
MABINI LRC		
	CARS – BSA-Agronomy, Horticulture, Animal Science, Plant Pathology, Enterprise Management, Soil Science, Entomology, BSF	Titles: 5280 Volumes: 8593

Table 14 shows the ICT Resources used across campuses.

Table 14. Available ICT Resources for Instruction and Faculty per College/School Across Campuses in 2021

Name	Instruction		Faculty
OBRERO CAMPUS			
	Available	Functional	
College of Business Administration	157	157	26
College of Education	67	67	46
College of Technology	81	81	26
College of Applied Economics	37	37	11
College of Engineering	314	214	28
College of Information and Computing	140	140	18
College of Arts and Sciences	51	51	46
School of Law	9	9	2
TAGUM-MABINI CAMPUS			
College of Teacher Education and Technology	42	42	54
College of Agriculture and Related Sciences	43	43	52
MINTAL CAMPUS			
College of Development Management	189	161	35

Note: For Obrero Campus, the data provided under "Instruction" were extracted from the Inventory List of Computers and Laptops provided by the Supply Management Unit, while the data under the "Faculty" columns were extracted from HRIS categorized as permanent faculty. For External Campuses, all data is provided by the System and Data Management Division (SDMD) counterpart.

Infrastructure Projects

For 2021, the University has spent a total amount of 633 million pesos for the construction and repair of buildings across campuses. In the same year, 13 projects were completed, while 14 are currently constructed or repaired.

Table 15. List of Completed and Ongoing Projects in 2021

No	Project Name	Location	Total Cost (in Php)	Accomplishment Rate
ONGOING				
1	Construction of 5-Storey Information technology Bldg - Phase V	Obrero	36,255,940.54	98.45%
2	Construction of 7 Storey Multi-Media Learning Resource Center - Phase 2	Obrero	73,057,753.4	99.99%
3	Construction of 5-storey College of Engineering Laboratory Bldg - Phase II	Obrero	72,403,692.75	54.74%
4	Construction of Quality Assurance, Accreditation, TLE Bldg. - Phase III	Obrero	27,191,980.82	71.01%

No	Project Name	Location	Total Cost (in Php)	Accomplishment Rate
ONGOING				
5	Establishment of CGB Graduate School Building –Phase II	Obrero	44,888,648.80	95.38%
6	Completion of School Of Applied Economics Building	Obrero	23,472,338.61	1.2%
7	Establishment of a 5-Storey Science Laboratory Building Phase II	Obrero	13,432,414.16	47.45%
8	Construction of Administrative Building Phase II	Obrero	89,324,689.71	10.51%
9	Construction of 7-Storey Multi-Media Learning Resource Center	Obrero	49,627,852.34	11.03%
10	Construction of Technology and Business Incubator	Obrero	20,981,556.53	9.05%
11	Construction of Three-Storey Building to Replace the Old Building in Mintal Campus – Phase IB	Mintal	4,868,532.14	53.66%
12	Rehabilitation of Electrical System	Tagum-Mabini	6,350,724.69	93%
13	Upgrading of Button Mushroom Production Facility of USEP Mabini Unit	Tagum-Mabini	2,045,680.00	85%
14	Rehabilitation of Electrical System, USEP Tagum-Mabini (B) Mabini Unit	Tagum-Mabini	1,149,095.20	94.8%
			465,050,899.69	
COMPLETED				
1	Construction of New Cattle Barn	Tagum-Mabini	2,884,150.14	100%
2	Conversion of Speech laboratory Classroom to Agri-Industrial research Laboratory	Tagum-Mabini	1,160,129.83	100%
3	Completion of CED Bldg. – Fourth Floor West Wing	Obrero	11,058,438.26	100%
4	Construction of Quality Assurance, Accreditation, TLE Bldg. – Phase II	Obrero	28,980,563.14	100%
5	Construction of 2-Storey Generator Shed with transformation Pad on Top and Road Asphaltting of Mabini Agri-Science Laboratory	Tagum-Mabini	1,461,478.99	100%
6	Construction of New CEDU Layer Poultry Production	Tagum-Mabini	3,492,039.75	100%
7	Establishment of Industrial Electronics & Mechatronics Training Center Phase IV-B	Obrero	3,948,228.66	100%
8	Construction of Admin Building – Phase I	Obrero	87,032,550.68	100%
9	Completion of Information Technology Building Phase VI	Obrero	12,709,833.57	100%
10	Construction of Sience Laboratory Building in Tagum Apokon Campus	Tagum-Mabini	12,261,513.90	100%
11	Upgrading of Banana Tissue Culture Laboratory Building	Tagum-Mabini	2,936,846.45	100%
12	Repair & Refurbishment of USEPFED Office	Tagum-Mabini	180,100.12	100%
13	Repair & Replace G.I. Sidings of 4units Exhaust fans of UGCC	Tagum-Mabini	239,000.00	100%
			168,344,873.49	

Management Information Systems

The Customer's Feedback System is an online platform in the University that enables stakeholders and guests to evaluate the offices' services based on their satisfaction level. SDMD together with PMMED, developed this system to cater to the broader scope of participants, unlike the embedded Customer's Feedback in the Student Portal that only caters to students as respondents. Since its inception in the first quarter of 2021, the system has catered to 1,364 respondents with 598 feedbacks which were all relayed to and acted upon by concerned offices in the University. The student portal, on the other hand, generated a total of 12,946 responses from students.

Aside from this system, the University also diligently responds to complaints received via 8888. In 2021, USeP received 11 notices from 8888 and 100 percent were already closed.

The University Document Archiving System (UDAS) has recent developments that include Trash Bin, Routes to All Pages, and Index View in all directories. These enhancements allow ease of use of the system. The University received a recognition as Finalist in the "Gawad Edukampyon: Flexible and Responsive Management Category" for the Project Entry: University Documents Archiving Systems and Customer Feedback and Online Feedback System (OFS).

Gawad Edukampyon, developed by REX Education and the Commission on Higher Education (CHED), is a platform that aims to recognize outstanding initiatives in the field of adaptiveness, innovativeness, and resilience of Philippine HEIs in implementing flexible learning approaches in teaching and learning, research and development and community engagement amid the COVID-19 pandemic.

The Document Tracking System can track and monitor the status of a document. On December 1, SDMD conducted an online system orientation and training on the use of the University Document Tracking System with about 90 participants. All Heads of office were directed to assign at least one staff to serve as the office admin who shall manage the incoming/ outgoing electronic documents of the office, communicated via the UDTs. In January 2022, this system is expected to be used by all offices in the University.

The Human Resource Information System allows personnel to access their Personal Information online, view Daily Time Records (DTR), view payroll, and encode their evaluation for self, peer, and as supervisor. The system automatically generates the consolidated performance evaluation of personnel. Soon to be implemented are modules for leave application and tracking, service credits monitoring, financial dashboard, employee scheduling, and service record management.

The Online Virtual Testing automates the testing operations of the University Assessment and Guidance Center. To date, the system has been deployed and training is underway for the system users.

The Bids and Awards Committee (BAC) System is the platform for the BAC to post and manage Invitation to Bids for University projects. The University aims to continue with our transparent procurement activities through this system.

With the development of the earlier-mentioned systems is the **Upgrading of University ICT Resources** that includes the University-wide Establishment of the University's Digital Data Storage Facility; Subscription of software licenses (Microsoft Office, Windows Desktop Operating System, SQL, and Windows Server) amounting to 1.1 million pesos; Subscription of Zoom License (45 meeting licenses and 1 webinar license); University-wide Improvement of Campus WIFI; Establishment of Onsite Disaster Recovery Equipment; Improvement of ICT Infrastructure Security; and Subscription of additional internet domains. The University also upgraded the Internet Bandwidth and interconnectivity of campuses. The University is paying 955 thousand pesos per month for this subscription. The internet connectivity in each campus is now up to One (1) Gigabyte per second (Gbps).

With Google's announcement that the Google Meet Recording service will no longer be part of the free package by January 2022 and that by June 2022, Google will be implementing capping in its storage service, the Office of the President has approved the procurement of Google Teaching and Learning Edition for 352 licenses, equivalent to the number of faculty in the University, amounting to 975 thousand pesos.

Strong Gender and Development Programs

The University was awarded as champion during the 2021 Gender and Development (GAD) Summit of HEIs in the Davao Region last January 22. The USEP GAD Office was announced as the first placer in the Best Practice on the Implementation of GAD in the Tri-focal Functions, Best Practice on the Implementation of GAD in the Extension Function of HEIs, and Best Practice on the Implementation of GAD in the Research Function of HEIs bagging the overall champion title for the 2021 GADTimpala.

The University also supported the Women's Celebration Month by holding various events for the entire month of March. Awareness activities on Magna Carta for Women, Anti-Sexual Harassment and Safe Spaces Act, Online Human Trafficking, and Cybercrime Awareness were also held.

In support of the Philippine government's goal of protecting the human rights of women and girls, the University conducted the 18-day Anti-VAW campaign last November 25.

The University also strongly promotes equality by conducting various webinars and workshops especially on the mainstreaming of gender in education, use of gender-fair language, SOGIE Awareness, and roles of women in disaster risk reduction.

In 2021, the Gender and Development Office along with its partner offices have conducted several activities to sustain the mainstreaming activities on gender in the University. The following are the events conducted and co-sponsored by the office:

Table 16. List of Gender and Development Activities in 2021

ACTIVITY	DATE/S	VENUE / PLATFORM	PARTNER OFFICES	PARTICIPANTS
National Women's Month Celebration	March 2021	Zoom	GAD, OCSC, OSAS-Sports Unit, CDM, CARS and CTET GAD Coordinators	Faculty, Staff and Students
HUGYAWAN 2021	5-30 April 2021	Zoom and Facebook Live	GAD & CBA GAD Coordinator	Faculty, Staff and Students
Webinar on Mainstreaming Gender in Education	4 June 2021	Zoom	GAD, College of Education	
Disaster Resilience Month Celebration	July 2021	Zoom and Facebook Live	GAD, ASD, HRMD, OCSC, Geology Student Organization and All Colleges of the University	Faculty, Staff (UDRRM), Students and Alumni
Gender Audit Training-Workshop with Orientation on Magna Carta of Women and CHED Memorandum 2015-01	2,3,9,and 10 August 2021	Zoom	GAD, College GAD Coordinators	Members of the GAD Focal Point System
National Breastfeeding Awareness Month	August 2021		GAD	
Presentation and Consultation with the Committee on Decorum and Investigation (CODI) on the Revised Administrative Guidelines on Sexual Harassment in Consolidation with	1 September 2021	Zoom	GAD, Office of Legal Affairs (OLA)	Members of the CODI
Series of Orientations on Anti-Sexual Harassment with Safe Spaces Act	August – September 2021	Zoom and Facebook Live	GAD, OLA and All Colleges of the University	Faculty, Staff and Students

ACTIVITY	DATE/S	VENUE / PLATFORM	PARTNER OFFICES	PARTICIPANTS
Series of Orientations on Anti-Sexual Harassment with Safe Spaces Act	August – September 2021	Zoom and Facebook Live	GAD, OLA and All Colleges of the University	Faculty, Staff and Students
Online Human Trafficking and Cybercrime Awareness	11 October 2021	Zoom	GAD, CIC and CT GAD Coordinators	Students
Writeshop on Integrating Cultural Sensitivity and Gender-Fair Language in General Education Coursepacks	10–11 November 2021	Acacia Hotel (onsite participants); Zoom	GAD, Curriculum and Instruction Office, HRMD	Selected CAS Faculty
International Men's Day Celebration	19 November 2021	Zoom and Facebook Live	GAD, Extension Division, All College GAD Coordinators	Faculty, Staff and Students
18-Day Campaign to End Violence Against Women (VAW) Kick-Off Program: Virtual Forum on RA 11313 or the Safe Spaces Act	25 November 2021	Zoom and Facebook Live	GAD, OLA, Extension Division, and All College GAD Coordinators	Faculty, Staff and Students
Forum on HIV-AIDS: What Does Research Say?	7 December 2021	Zoom and Facebook Live	GAD and Research Division	Faculty, Staff and Students

Significant Administrative Actions and Decision in 2021

Aside from the earlier mentioned administrative actions translated into memoranda in response to the pandemic, the Management also released other important issuances.

In February, the Management issued a memorandum on the **Conduct of CQuAT Evaluation** which states the conduct of internal evaluation of academic programs in relation to the program's application for Certificate of Program Compliance (COPC).

On March 10, there was an issued memorandum on the **Orientation on Social Media Pages Administration** which states the conduct of orientation on Social Media Pages Administration as part of its initiative in establishing visual branding of the University.

On May 11, the Management released a memo on the **Act of Unlawful Uploading and Sharing of Academic Documents and other Copyrighted Creations on Websites not Recognized by the University sans Prior Consent or Authority from the Authors or the University** which instructs to refrain from illegal uploading and sharing academic documents in websites.

Table 17. List of Memoranda released in 2021

Title	Date
Memo 20210107-01 Submission of Rated July–December 2020 IPCR and OPCR CPCR	January 5
Grant of Gratuity Pay for FY 2020 to JO COS Workers in the Government	January 11
Orientation on Online Enrollment for 2nd Semester SY 2020–2021	January 11
Submission of 2020 SALN	January 21
Conduct of Program Quality Assessment	January 22
Safe Davao QR and DavNor QR Text Notification to People who were Exposed to a COVID-19 Positive Person	January 25

Title	Date
Reimbursement of Internet Data Expense	January 27
Reiteration on Alternative Work Arrangements	February 26
First Quarter Nationwide Simultaneous Earthquake Drill	March 9
Orientation on Social Media Pages Administration	March 10
Daily Reporting to Duty of All Personnel under Contract of Service (CoS), Job Order (JO), and Outsourced Agency (OA), and Lifting of the Suspension on the Use of the Biometrics Machine	March 16
Conduct of Management Review (CMR) on 26 March 2021	March 22
COVID-19 Vaccine Survey among USeP Employees	March 25
Provision of Internet Data Expense	April 5
Notice of ISO 9001:2015 Recertification Audit Schedule	April 6
Gentle Reminder to Secure All University Documents and Equipment to Avoid Loss and Damages	April 19
Conduct of Quarterly Performance Review Procedure Manual Orientation	April 19
Submission of Notarized Contracts (COS and JOs) to the Human Resource Management Division (HRMD)	April 20
Updated USeP QMS Procedure Manuals and Controlled Forms per ISO 9001 2015	April 20
Implementation of the Safe Davao QR	April 23
Land Use Development and Infrastructure Plan (LUDIP) Training Workshop	April 26
Work-From-Home Schedule on 30 April 2021	April 29
License Requirement of Security Guards	April 28
Minimum Requirements on the Approval of Memorandum of Agreement and Memorandum of Understanding as required by the USeP Governing Board	May 3
Revision in the Memo No. 20210503-01 Minimum Requirements on the Approval of Memorandum of Agreement and Memorandum of Understanding as required by the USeP Governing Board	May 4
Inventory of University Laboratory Equipment	May 10
Act of Unlawful Uploading and Sharing of Academic Documents and other Copyrighted Creations on Websites not Recognized by the University sans Prior Consent or Authority from the Authors or the University	May 11
Documentary Requirements on the Approval / Confirmation of Procurements of Goods and Services, Infrastructure Projects, and Consulting Services	May 11
Scheduling for the National Identification (ID) Registration in the Philippine Statistics Authority (PSA)	May 19
Training on the Human Resource Information System (HRIS) Module	May 21
Meeting to Discuss the Internationalization Project with AFEP	May 27
Prohibition of Face-to-face Non-essential events inside and outside of the University Campuses	May 25
Adoption of an Alternative Work Arrangement during the period of Modified Enhanced Community Quarantine (MECQ) from 05-20 June 2021	June 4
Second Quarter Nationwide Simultaneous Earthquake Drill	June 8

Title	Date
Participation for the Conceive-Design-Implement-Operate (CDIO) Training	June 14
Registration for COVID 19 Vaccine for Employees with Residential Address in Davao City	June 14
Webinar Series on Capacitating Teachers and Staff in Handling International Students Issuances/Memo	June 15
Extended Adoption of an Alternative Work Arrangement during the period of Modified Enhance Community Quarantine (MECQ)	June 18
Extension of Off-Semester Enrollment	June 24
Application of Academic Programs for Level III and IV Accreditation	June 24
Updating of Employment Details in the HRIS	June 28
National Disaster Resilience Month Celebration	June 30
Verification of Corrective Action Reports	July 5
Submission of Work Accomplishment Report while on Work from Home Arrangement	July 8
Submission of RATED January-June 2021 and UNRATED July-December 2021 Individual Performance Commitment Review (IPCR)	July 8
Non-Teaching Staff Work Schedule under General Community Quarantine; Regular working time Schedule for Personnel Reporting to Duty; and Reiteration on the Prohibition of face-to-face Non-essential Activities inside and outside of the University Campuses.	July 15
Use of Email Disclaimer and Signature on All Official University Email Accounts	July 19
Conduct of Performance Monitoring and Coaching	July 22
School of Law Legal Aid Center Ceremonial Launching	July 22
Conduct of Preliminary Investigation by the Committee on Decorum and Investigation (CODI), Obrero Campus	July 28
Distribution of Microsoft Office 365 License	August 3
Submission of the FY 2022 Annual Procurement Plan for Commonly Used Supplies and Equipment (APP-CSE)	August 19
Orientation for Institutional Accreditation	August 25
Reiteration on Self-Isolation for Employees who Feel Ill and Unwell	August 27
Participation in the Virtual Orientation of the Strategic Planning Workshop	August 27
General Disinfection, Mass Swab Testing, and Work from Home Arrangement for USEP Obrero Employees	August 27
Implementation of Skeleton Workforce on 06-18 September 2021	September 4
Self-Assessment and Rating for NBC 461 Cycles 8 and 9	September 9
Calibration Meeting on Internationalization Endeavors	September 9
Uniwide Virtual Celebration of Family Day 2021	September 13
Physical and Mental Wellness Program	September 16
Identification of Records Staff per Office and College in relation to the Development of the University's Records Disposition Schedule (RDS)	September 17

Title	Date
Mandatory Vaccination of all USEP Employees	September 27
Virtual 2021 Government Service Awarding Ceremony (GSAC)	September 30
Midterm Break	October 11
Compliance to COVID-19 Vaccination Monitoring Form	October 15
Gathering of Feedback on the Draft Guidelines for the Reclassification of Faculty Positions in State Universities and Colleges (SUCs)	October 27
Survey on Employees' Perception on the Effectiveness of Strategic Performance Management System	October 28
Updating of USEP Citizen's Charter	November 2
Conduct of Limited Face to Face Activities	November 8
Updating of Procedure Manuals and ROM Forms	November 10
Selection of Deans	November 23
USEP Document Tracking System (UDTS) Training and Implementation	November 24
Conduct of PhilSys Registration	November 25
Suspension of Classes and Other Activities for the Celebration of USEP 43rd Founding Anniversary	December 9
Use of Requisition Forms for the Hiring and Renewal of Contract of Service and Job Order Personnel	December 16
Work from Home Arrangement on 24 and 31 December 2021	December 22
Use of Licensed Software	December 23

Financial Performance in 2021

The financial performance of the University in 2021 reflects its strong commitment to achieving goals and objectives. Table 18 presents the physical targets and accomplishments, demonstrating an average accomplishment rate of 153% and an overall accomplishment rate of 136%. These figures highlight the University's effectiveness in meeting targets and delivering results across various areas. Moreover, Table 19 provides insights into the University's financial performance based on the General Appropriations Act (GAA) budget for 2021. Through careful resource allocation, the University has demonstrated responsible financial management and maintained a high utilization rate of allocated funds.

Table 18. Physical Targets and Accomplishments in 2021

Performance Indicators	CUMULATIVE TOTAL		Accomplishment Rate	Remarks
	ANNUAL TARGET	ACTUAL		
HIGHER EDUCATION PROGRAM OO : Relevant and quality tertiary education ensured to achieve inclusive				
Outcome Indicators				
Percentage of first-time licensure exam takers that pass the licensure exams	75%	78% (286/365)	104%	The Professional Regulation Commission conducted the Geology Licensure Examination last 16-18 February 2021. UseP ranked first as the top-performing school in the Philippines with a 100% passing rate, or 2 out of 2 takers passed the examination. In August and September, the PRC held an examination for Mining, Mechanical, Electrical, and Agricultural and Biosystems Engineering. This resulted in 68 out of 83 passers from the previous quarter. For the last quarter of SY 2021, 77% or 216 first time takers passed out of 280 examinees in Education, Engineering, and Agri-Science program. A cumulative accomplishment of 78% (286/365) for the entire year.

Performance Indicators	CUMULATIVE TOTAL		Accomplishment Rate	Remarks
	ANNUAL TARGET	ACTUAL		
HIGHER EDUCATION PROGRAM OO : Relevant and quality tertiary education ensured to achieve inclusive				
Outcome Indicators				
Percentage of graduates (2 years prior) that are employed	30% (886/2952)	45% (1328/2952)	150%	In the fourth quarter, out of 2,952 graduates in 2019, an additional 297 responded to the tracer, wherein 8.27 % or 244 are employed—a total of 1,328 employed graduates in 2021.
Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs with accreditation	75% (5838/7785)	93%	124%	There are 7,789 student enrolled for the SY 2021-2022 93% or 7,225 of these are enrolled in CHED-identified and RDC-identified priority programs
Percentage of undergraduate programs with accreditation	85% (29/34)	97%	114%	The total number of undergraduate programs accredited is 30 out of 31 accreditable programs. The denominator was changed from 34 to 31 in the actual accomplishment based on the inventory/mapping of programs last 2019 and 2020.
Average accomplishment rate			123%	
ADVANCED EDUCATION PROGRAM OO : Higher education research improved to promote economic				
Outcome Indicators				
Percentage of graduate school faculty engaged in research work applied in any of the following: a. pursuing advanced research degree programs (Ph.D) b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research, social science research) c. producing technologies for commercialization or livelihood improvement d. whose research work resulted in an extension program	27% (50/187)	69% (132/192)	255%	There are 192 faculty in the Graduate School, 69% or 132 engaged in research work. Six are pursuing advanced research degree programs, and 126 are actively pursuing research within the last (3) years.
Percentage of graduate students enrolled in research degree programs	100% (3055/3055)	100% (2,817/2,817)	100%	There are 2,817 graduate student for SY 2021-2022, all or 100% enrolled in research degree programs
Percentage of accredited graduate Programs	60% (20/33)	78%	130%	The total number of graduate programs accredited is 25 out of 32 accreditable programs. The denominator was changed from 33 to 32 in the actual accomplishment based on the inventory/ mapping of programs last 2019 and 2020.
Average accomplishment rate			162%	
RESEARCH PROGRAM OO : Higher education research improved to promote economic				
Outcome Indicators				
Number of research outputs in the last three years utilized by the industry or by other beneficiaries	3	3	100%	There only 3 research utilized in the last three years. These are the following: 1. PISOLAR: Payment Innovation for SHS Ownership by Lay Away Routine 2. Feasibility Study of Establishing UseP Malabog Extension Campus 3. ROSANNA – Banana Disease Surveillance System

Performance Indicators	CUMULATIVE TOTAL		Accomplishment Rate	Remarks
	ANNUAL TARGET	ACTUAL		
HIGHER EDUCATION PROGRAM OO : Relevant and quality tertiary education ensured to achieve inclusive				
Outcome Indicators				
Number of research outputs completed within the year	35	39	114%	Summary of accomplishments a. Completed projects – 34 b. Published papers – 12 Summary of accomplishments a. Completed projects – 27 b. Published papers – 12
Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	16% (11/70)	17.14 % (12/70)	107%	1. The Policy-driven Dimensions of Teacher Beliefs about Assessment. 2. Agricultural Education through Farm Tourism among Selected Providers in Mindanao. 3. On Ageing Generation of Farmers: A Predictor Study on Agripreneurial Intentions among Selected Agriculture Students in Region XI, Philippines. 4. Mortality Analysis of Early COVID-19 Cases in the Philippines Based on Observed Demographic and Clinical Characteristics 5. Multicriteria Decision Analysis on Information Security Policy: A Prioritization Approach 6. A nonlinear ARDL model of inflation dynamics in the Philippine economy 7. On Connected Total Domination Polynomial of Some Lexicographic Product Graphs 8. The mediating effect of students'attitude to student career aspiration and mathematics achievement; 9. Ok or not Ok: Mental Health Conditions of the Students amidst Covid-19; 10. Non-synergistic effect of Trichoderma harzianum and Glomus spp. in reducing infection of Fusarium Wilt in Banana; 11. Rainforest fungal endophytes for the bio-enhancement of banana toward Fusarium oxysporum f. sp. cubense Tropical Race 4 Screen reader support enabled; 12.The state of Tausug and Sama-Bajau linguistics
Average accomplishment rate			107%	
TECHNICAL ADVISORY EXTENSION PROGRAM OO : Community engagement increased				
Outcome Indicators				
Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	24	31	142%	There are 31 active extension program/project partners of USEP with the various local, regional, and national agencies as of the fourth quarter of the year
Output Indicators				
Number of trainees weighted by the length of training	4,500	7,722.50	172%	There are 7,723.50 trainees weighted by the length of training for 2021. 604.50 trained individuals for the first quarter, 223.50 number of trainees for the second quarter of this year, 6,606 in the third quarter, and additional 288.50 for the fourth quarter. This refers to the number of trainees trained with the corresponding weights and the length or duration of training weights 0= Less than 8 hrs 1 = 8 hours or 1 day 2 = 2 days 3 = 3 to 4 days 4 = 5 days or more
Number of extensions programs organized and supported consistent with the SUC's mandated and priority programs	10	19	190%	There are 19 ongoing active extension programs in the University as of the third quarter of this year which are implemented by the different colleges and Extension Division

Performance Indicators	CUMULATIVE TOTAL		Accomplishment Rate	Remarks
	ANNUAL TARGET	ACTUAL		
Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance.	93% (4185/4500)	100% (1,199/1,199)	108%	100% or 1,199 of the beneficiaries were satisfied with the training conducted by the University in the fourth quarter of this year.
Average accomplishment rate			153%	
2021 OVERALL ACCOMPLISHMENT RATE			136%	

Table 19. Financial Performance in 2021 based on GAA budget

EXPENSE CLASS	ALLOTMENT A	OBLIGATIONS B	BALANCE C	UR (% over allotment) $E = (B+C)/A$
PS	387,561,782.00	379,297,609.53	8,264,172.47	98%
MOOE	137,964,000.00	128,511,060.68	9,452,939.32	93%
CO	465,863,000.00	453,472,101.12	12,390,898.88	97%
GRAND TOTAL	991,388,782.00	961,280,771.33	30,108,010.67	97%



ACADEMIC AFFAIRS/ INSTRUCTION

This section provides an overview of the University's achievements, initiatives, and programs under Academic Affairs or the Instruction function. Despite the challenges posed by the pandemic, the University successfully implemented various student and faculty support activities without disruption, including flexible modes of instruction and sustaining engagement in sports, culture and arts, discipline, and scholarship. The University's commitment to quality is reflected in the high accreditation rates, with 97 percent of undergraduate programs and 78 percent of graduate programs receiving accreditation. Additionally, the University has forged partnerships to provide additional monthly allowances and benefits to students.

The University has made progress in various areas, including the launch of the Doctor of Medicine program, the establishment of the Legal Aid Clinic in the School of Law, and the integration of the CDIO (Conceive, Design, Implement, and Operate) approach in the curriculum. The University has also invested in digital resources and expanded student access to library resources. Students have achieved notable accomplishments in various fields, such as taekwondo, military education, information technology, and entrepreneurship.

The University's commitment to inclusivity is evident through programs like the College Education Behind Bars (CEBB) initiative, support for students with special needs, and partnerships with indigenous communities. Efforts to support student development include the full implementation of flexible learning and the utilization of the USEP Virtual Environment (UVE) as a learning management system. The University has also intensified support for mental wellness and implemented systems to automate processes like admission and verification of student records.

Overall, the University has demonstrated its dedication to providing quality education, supporting student development, and promoting inclusivity. Through its initiatives and partnerships, the University continues to enhance its programs and services, ensuring a conducive learning environment for its students.

Programs with Certificate of Compliance

At the start of 2021, USEP has only nine (9) programs with Certificate of Program Compliance. To date, the University has 20 programs with COPC.

Table 20. Programs with Certificate of Program Compliance

College/ Campus	Program	CHED Regional Office Order	Issued Date
College of Information and Computing	Bachelor of Science in Computer Science	No.007, s. 2016	15 June 2016
	Bachelor of Science in Information Technology	No. 008, s. 2016	15 June 2016
	Bachelor of Library and Information Science	No. 006, s. 2020	17 December 2020
College of Agriculture and Related Sciences	Bachelor of Science in Forestry	No. 001, s. 2017	28 February 2017
	Bachelor of Science in Agriculture	No. 002, s. 2017	28 February 2017
College of Business Administration	Bachelor of Science in Business Administration	No. 002, s. 2018	18 October 2018
	Bachelor of Science in Hospitality Management	No. 016, s. 2019	5 February 2019
	Bachelor of Science in Entrepreneurship	No. 017, s. 2019	5 February 2019
College of Development Management	Bachelor of Science in Community Development	No. 090, s. 2020	18 September 2020
College of Technology	Bachelor of Science in Industrial Technology major in Automotive Technology	No. 033, s. 2021	10 August 2021
	Bachelor of Science in Industrial Technology major in Mechanical Technology	No. 034, s. 2021	10 August 2021

College/ Campus	Program	CHED Regional Office Order	Issued Date
College of Technology	Bachelor of Science in Industrial Technology major in Electrical Technology	No. 011, s. 2021	10 August 2021
	Bachelor of Science in Industrial Technology major in Electronics Technology	No. 070, s. 2021	7 September 2021
College of Education	Bachelor of Elementary Education	No. 015, s. 2021	10 August 2021
	Bachelor of Early Childhood Education	No. 014, s. 2021	10 August 2021
	Bachelor of Physical Education	No. 019, s. 2021	27 August 2021
	Bachelor of Technology and Livelihood Education <i>Major in Home Economics</i>	No. 018, s. 2021	27 August 2021
	Bachelor of Special Needs Education <i>Major in Generalist</i>	No. 037, s. 2021	10 November 2021
College of Applied Economics	Bachelor of Science in Economics <i>Specializing in Development Economics Monetary and Financial Economics Resource and Environmental Economics</i>	No. 029, s. 2021	13 October 2021
College of Arts and Sciences	Bachelor of Science in Biology <i>Specializing in Animal Biology Plant Biology</i>	No. 031, s. 2021	26 October 2021

Accreditation

To guarantee the quality of higher education we provide to our stakeholders, the University subjected eight (8) academic programs to accreditation during the remote survey visit of the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP) on November 23–26, 2021.

The accreditation results are yet to be released by AACCUP. This is part of the University's commitment to ensure and maintain the quality of education and services for its primary stakeholders, the students. With the relentless support and collective efforts of our University officials, faculty, students, and staff, the University was able to achieve its annual accreditation targets as of the third quarter of 2021.

The University's annual accreditation target for undergraduate programs is 88 percent, and USEP achieved 97 percent, with 30 out of 31 accreditable programs being accredited. For graduate programs, the target is 60 percent, and USEP achieved 78 percent as of the third quarter of 2021.

The University Administration has always been committed to Quality Assurance and has never set it aside. Currently, the University is preparing for institutional accreditation and had an orientation by AACCUP for this undertaking. Also, USEP is pursuing the ASEAN University Network Quality Assurance (AUN-QA) certification of programs, which promotes quality higher education and collaboration with international bodies for the benefit of the ASEAN community. In the University's efforts towards QA, USEP was included in the first batch of SUCs for the program: Fostering World-Class Philippine Universities Project. However, it is unfortunate that USEP was unable to implement the program as it failed to enter into an agreement with the QS Intelligence Unit due to concerns that need to be ironed out. Fortunately, USEP is still included in the second batch of SUCs for the Fostering World-Class Philippine Universities Project.

Table 21. Programs and Level of Accreditation as of 2021

Program	Level 1	Level 2	Level 3	Level 4
HIGHER EDUCATION				
OBRERO CAMPUS				
Bachelor of Science in Mathematics			/	
Bachelor of Science in Statistics			/	
Bachelor of Secondary Education (Majors in: English, Filipino, Physical Science, Biological Science, MAPEH)			/	
Bachelor of Elementary Education			/	
Bachelor of Technical Teacher education			/	
Bachelor of Industrial Technology			/	
Bachelor of Science in Business Administration		/		
Bachelor of Science in Entrepreneurship		/		
Bachelor of Science in Hospitality Management		/		
Bachelor of Science in Economics		/		
Bachelor of Science in Civil Engineering		/		
Bachelor of Science in Geodetic Engineering	/			
Bachelor of Science in Mining Engineering	/			
Bachelor of Science in Electrical Engineering			/	
Bachelor of Science in Electronics and Communications Engineering			/	
Bachelor of Science in Mechanical Engineering		/		
Bachelor of Science in Geology	/			
Bachelor of Science in Information Technology			/	
Bachelor of Science in Computer Science			/	
MINTAL CAMPUS				
Bachelor of Science in Community Development		/		
Bachelor of Science in Agricultural Economics			/	
Bachelor in Public Administration			/	
Bachelor of Science in Agricultural Business	/			
TAGUM-MABINI CAMPUS				
Bachelor of Science in Agricultural Engineering			/	
Bachelor of Science in Agriculture (Majors in: Horticulture, Agronomy, Animal Science)			/	

Program	Level 1	Level 2	Level 3	Level 4
Bachelor of Science in Forestry		/		
Bachelor of Science in Agriculture (Majors in: Plant Pathology, Enterprise Management)		/		
Bachelor of Science in Information Technology	/			
Bachelor of Elementary Education			/	
Bachelor of Secondary Education (Majors in: English, Mathematics)			/	
ADVANCED EDUCATION				
OBRERO CAMPUS				
Doctor of Education		/		
Master in Education (majors: Educational Management, Alternative Learning System, Instructional Leadership, Special Education, Language Teaching, Early Childhood Education, Guidance Counseling)		/		
Master of English in Applied Linguistics	/			
Master of Science in Applied Mathematics		/		
Master of Arts in Literature		/		
Master of Science in Biology	/			
Master in Industrial Technology		/		
Master in Technology Education		/		
Doctor of Philosophy (Major in: Organization Studies)			/	
Master of Business Administration (Majors in: Corporate Management, Agribusiness Management, Cooperative Development)		/		
Master of Science in Economics		/		
Master of Science in Econometrics		/		
Master in Information Technology		/		
Master of Science in Library Information Science	/			
MINTAL CAMPUS				
Doctor of Philosophy (Majors in: Development Administration, Development Research Administration)	/			
Master of Public Administration (Majors: Public Fiscal Administration and Public Policy and Program Administration)		/		
Master of Science in Development Administration	/			
Master of Business Administration (Majors in: Agribusiness Management)		/		
TAGUM-MABINI CAMPUS				
Doctor of Education	/			

Program	Level 1	Level 2	Level 3	Level 4
Master of Education in Educational Management	/			
Master of Science in Agriculture		/		
Master of Science in Engineering		/		
Master of Science in Forestry	/			
Master of Science in Environment & Resource Management	/			
PhD in Horticulture	/			
TOTAL	15	23	17	0

Performance in Licensure Examinations

For 2021, USEP produced eighteen (18) top notchers in various licensure examinations.

Table 22. Number of Topnotchers and Rank in Licensure Examination in 2021

Examination	No. of Placers	Rank
Geologist Licensure Examination	1	5th
Licensure Examination for Mining Engineers (LEME)	2	5th and 6th
Librarian Licensure Examination	1	7th
Registered Master Electrician (RME) Licensure Examination	1	7th
Registered Electrical Engineer (REE) Licensure Examination	1	9th
Agricultural and Biosystems Engineer (ABE) Licensure Examinations	3	1st, 4th, and 10th
Licensure Examination for Teachers (LET) Elementary Level	1	8th
Licensure Examination for Teachers (LET) Secondary Level	3	3rd, 5th, and 6th
Electronics Engineers Licensure Examination	2	1st and 10th
Electronics Technician Licensure Examination	1	2nd
Civil Engineer Licensure Examination	1	6th
Geodetic Engineer Licensure Examination	1	9th

Table 23. Names of Topnotchers with Rank and Rate in the Licensure Examinations in 2021

Examination	Name	Rank	Passing Rate
February 2021 Geologist Licensure Examination	Ms. Shaina Jane F. Hugo	5th	80.90%
August 2021 Licensure Examination for Mining Engineers (LEME)	Engr. Loren Joy E. Gonzales	5th	87.65%
August 2021 Licensure Examination for Mining Engineers (LEME)	Engr. Christine Andrea M. Reconalla	6th	87.30%
September 2021 Librarian Licensure Examination	Mr. Dennis T. Moldes	7th	86.40%

Examination	Name	Rank	Passing Rate
September 2021 Registered Master Electrician (RME) Licensure Examination	Mr. Francis Dave C. Cruz	7th	88.50%
September 2021 Registered Electrical Engineer (REE) Licensure Examination	Mr. Rembert B. Bataluna	9th	89.92%
September 2021 Agricultural and Biosystems Engineer (ABE) Licensure Examinations	Engr. Juven G. Luzorata	1st	83.02%
September 2021 Agricultural and Biosystems Engineer (ABE) Licensure Examinations	Engr. Yllor James A. Otero	4th	81.96%
September 2021 Agricultural and Biosystems Engineer (ABE) Licensure Examinations	Engr. Eldie S. Daffon	10th	81.31%
September 2021 Licensure Examination for Teachers (LET) Elementary Level	Jerick N. Escropolo, PPT	8th	90.40%
September 2021 Licensure Examination for Teachers (LET) Secondary Level	Carl Joshua O. Almoite, PPT	3rd	92.80%
September 2021 Licensure Examination for Teachers (LET) Secondary Level	Alleander Kate L. Gicale, PPT	5th	92.20%
September 2021 Licensure Examination for Teachers (LET) Secondary Level	Arzelo D. Rivas, PPT	6th	92.00%
October 2021 Electronics Engineers Licensure Examination	Engr. David Xyz Callena	1st	92.80%
October 2021 Electronics Engineers Licensure Examination	Engr. Alyssa Mayette Caraang	10th	87.70%
October 2021 Electronics Technician Licensure Examination	Engr. David Xyz Callena	2nd	94.00%
November 2021 Civil Engineer Licensure Examination	Engr. Art Gil L. Granada	6th	91.50%
December 2021 Geodetic Engineer Licensure Examination	Engr. John Lloyd L. Abergas	9th	88.80%

It is also noteworthy that USEP ranked 7th in the August 2021 Licensure Examination for Mining Engineers, and 5th in the December 2021 Geodetic Engineer Licensure Examination.

Table 24. Performance of USEP in the Licensure Examinations in 2021

Examination	Rank
Geologist Licensure Examination	1st
Licensure Examination for Mining Engineers (LEME)	7th
Geodetic Engineer Licensure Examination	5th

The USEP President sincerely thanked the faculty, staff, students, graduates and industry partners of the College of Engineering, College of Agriculture and Related Sciences, College of Education, and College of Technology. According to the University President, these performances inspire all involved to stay committed in serving and in providing the most appropriate teaching-learning environment and guidance to our students, even during the pandemic.

Implemented Flexible Student Affairs and Services

The pandemic did not hamper the implementation of activities to support students and faculty. Flexible modalities were adopted to sustain the conduct of activities in the areas of sports, culture and arts, discipline, and scholarship. As a result of the implementation of flexible student affairs and services:

- 100 percent of clubs and organizations were organized through the virtual platform;
- Student leaders were elected through an electronic voting system;
- Virtual sports and wellness programs were actively participated in by faculty and students;
- Student's feedback and complaints were acted on and facilitated;
- Various scholarship partnerships were forged; and
- We were able to provide emergency assistance to students or faculty who were affected by the pandemic and other calamities.

Though the University implements RA 10931, or Universal Access to Quality Tertiary Education, which ensures full government subsidy to students, the University still forged partnerships with several government agencies, private companies, and individuals for the monthly allowances and other benefits of the students. As of November 30, one thousand seventeen (1,017) have availed of these monthly allowances and other benefits.

Successful Launching and Opening of the Doctor of Medicine Program

After five (5) years of continuous preparation and commitment to open the Doctor of Medicine program, the University finally launched the School of Medicine last October. The first semester opened on November 8 with 20 students.

Strengthened Program in the School of Law and the Establishment of the Legal Aid Clinic

The University's sustained compliance with the Legal Education Board's requirements resulted in year level permits' continued issuance. It can be recalled that the Board has approved the budget of 1.7 million pesos to start the School of Law – Legal Aid Center (SoL-LAC). The School of Law officially launched its Legal Aid Center last July 27. It serves as the extension arm of the University as it commits to take on the cases of the poor, the disadvantaged, and the marginalized.

Inclusivity Programs (CEBB, PCIPE, USEP MEC)

As a state university, it is acknowledged that it has its social responsibility. That is why the University offers programs that promote inclusivity, like the support to students with special needs, which increases students' satisfaction and confidence and strengthens student survival and graduation rate. The University continues to offer programs through the College Education Behind Bars. After four years of operations and active partnership with SETBI and BJMP, eight (8) students earned a BS in Agricultural Business this year. USEP also has five (5) graduates this year under BS in Computer Technology.

For the school year 2021-2022, the University offers BS in Development Anthropology, BS Agricultural Business, BS in Social Entrepreneurship, and Bachelor of Elementary Education under the Pamulaan Center for Indigenous Peoples Education, made possible through USEP's partnership with Assisi Development Foundation. A total of ninety-three (93) students, coming from twenty-six (26) ethnolinguistic groups in the country, are currently enrolled at USEP-Pamulaan. However, due to the strict adherence to the Covid-19 protocols in all localities, only sixty-one (61) IP youth grantees were able to return to Pamulaan.

The Pamulaan Center for IP Education hosted the 16th KaAmbitan, the National Indigenous Young Leaders Summit in October. This event collaborates with various indigenous youth groups, IP emergent leaders, IP elders, IP Advocates, local and international youth organizations, development partners, and other stakeholders.

Another effort of the University to promote inclusivity is establishing USEP Malabog Campus in partnership with the Department of Education, City and Barangay LGU, and the IP Community. There is already an approved MOA for this, and the opening of classes is set in the school year 2022-2023.

Integration of CDIO in Curriculum and Instruction

The USEP CDIO Initiative Committee under the Office of the Vice President for Academic Affairs in partnership with the University of Science and Technology of Southern Philippines Center for Innovative Teaching and Learning successfully held the Basic Conceive, Design, Implement, and Operate or CDIO Faculty Development Course and its Advance Level last July. The activity aims to implement the CDIO as a holistic approach to cohere with the programs' objectives, outcomes, and underlying philosophies along with their pedagogical practices. CDIO is now integrated in the course design of selected pilot courses in the University.

High Investment on Digital Resources

This year, USEP renewed and sustained the subscription of journals and other electronic resources. USEP also implemented innovative strategies to reach out to students, avail themselves the library services, and conducted a series of orientations to faculty and students on accessing digital library resources. Also, the University widened its partnership with other HEI libraries for resource sharing and expanded student access. These efforts resulted in 24-hour access to library digital resources, 24-hour tech support, and multiple options for students to access library resources.

Students' Achievements

Mindanao Association of State Tertiary Schools, Inc. (MASTS Inc.) Virtual Games 2021

USEP Agilas Taekwondo Team bagged several medals during the Mindanao Association of State Tertiary Schools, Inc. (MASTS Inc.) Virtual Games 2021 Taekwondo Competition last 4 November 2021.

USEP alumnus graduated salutatorian of the Philippine Military Academy Masaligan Class of 2021

Cadet 1st Class Daryl Brix Ramos Colita, a Bachelor of Science in Mining Engineering alumnus of the University, finished as Salutatorian of the Philippine Military Academy Masaligan Class of 2021.

USEP alumnus graduated with honors from the Philippine Military Academy Hinirang Class of 2021

P/CDT Gerald Arquillano Lopez, a Bachelor of Early Education SPED alumnus, was announced as the Top 7 of the PNPA Hinirang Class of 2021.

Gold Award in the Information Network Cabling

Mr. Jester Mark Jose G. Villanueva, a second-year Bachelor of Science in Information Technology (BSIT) from the College of Information and Computing, garnered a Gold Award in the Information Network Cabling during the 2021 Regional Skills Competition for Davao Region.

The action-packed battle of skills featuring 30 competitors in the 20 trade areas from 14 participating institutions for this year's Davao Regional Skills Competition was held at RTC-KorPhil Davao last 16-18 and 23-25 November 2021.

USEP Team as 1st Runner-Up in the 2021 Enactus Philippines' National Finals

The Project iProseso Team composed of students from BS Entrepreneurship, BS Electronics Engineering, and BS Economics, placed first runner-up in the 2021 Enactus Philippines National Finals Competition last 28 August.

Project iProseso is a service platform software that facilitates the automatic disbursement of medical and cash aid to its beneficiaries through a digital wallet app or a smart queuing kiosk; enabling a hassle-free and safer approach for the Lingap program of the City Government and other agencies such as DSWD, PCSO, and hospitals.

The USEP Team was also recognized as one of the Top 10 finalists of "QOMPETE: Intercollegiate Technopreneurs Challenge with a startup called "Agrero."

This competition was participated in by different HEIs nationwide. The Agrero team is composed of BS in Entrepreneurship students of the University and is also a current incubatee of AGILab.

The USEP i-FertigateNa was recognized as the 2nd runner up during the Impact Hackathon 5G Agriculture Competition last 9 October. The team included students from CARS, CTET, and CBA.

Support to Student Development

Full Implementation of Flexible Learning and USEP Virtual Environment (UVE) Utilization

It can be recalled that in 2020, a Capacity Building Series on Flexible Learning to capacitate faculty members on various flexible learning options, module writing, and the use of USEP-virtual learning environment (VLE) as a learning management system (LMS) was held. One hundred percent of the faculty have attended in-house training or participated in externally organized capacity-building activities. As of the end of November, there are 497 completed course packs and 378 are still being developed.

For USEP Virtual Environment (UVE) Utilization, 96 percent of the 13,135 active users are students, and the remaining four percent are faculty. USEP has 24/7 access to Learning Management System with standby tech support.

To date, the UVE, which is also the official Learning Management System (LMS) of USEP has 13,135 users; 5,847 courses and 105,358 activities uploaded. This year, USEP procured the mobile version of the UVE in both android and iOS platforms. It now has a messaging system for technical support, public forum, accessibility widget and student feedback features.

The Student Portal

This allows students of the University to access their grades online, view their accountabilities, provide feedback on University services and evaluate their instructors/professors at the end of every semester.

The Online Verification System

This automates the verification of student records particularly the authenticity of the University graduate's Transcript of Records (TOR), Status, and Date of Graduation.

The Admission System

This automates the admission process in the University. When USEP was not able to administer the USEP Admission Tests this year for incoming freshmen, this system automatically generated the list of students to be admitted to the University based on a set of criteria that includes their grades in High School.

Intensified support for Mental Wellness

It is also worth mentioning that USEP intensified its Tele counseling services, expanded services on psychological testing, and strengthened referral mechanisms. These resulted in improved clients' psychological wellness, and USEP has 11 faculty and 144 students who received counseling services.

Release of allowances for University Tertiary Education Subsidy (TES) grantees for the 1st semester of A.Y. 2020-2022

USEP has 625 TES grantees for the semester:

- 354 from USEP Obrero campus
- 185 from USEP Tagum-Mabini campus
- 86 from USEP Mintal campus



RESEARCH, DEVELOPMENT AND EXTENSION

The University of Southeastern Philippines (USEP) has made significant progress in research, development, and extension activities, with a strong focus on community impact and collaboration with funding institutions. In 2021, the University secured funding for 22 externally funded projects totaling 97 million pesos, and 38 internally funded projects amounting to 3 million pesos. Notable research projects include the PISOLAR project, which developed a pay-as-you-go solar home system, addressing the affordability barrier for lower-income households. The SciCAT-AGRI-VIDA project promotes sustainable farm tourism through value-added innovations and dissemination of agricultural technologies. USEP also supports intellectual property management through the IPTBM project, assisting other SUCs in patenting applications and technology management. The University completed 39 research projects in 2021, with publications and utilization in various industries. Faculty members actively engage in research, with 47.11% involvement, and the College of Applied Economics leads with 100% participation. USEP's hosting of SMAARRDEC has facilitated collaborative research projects, attracting significant funding. Despite the pandemic, the University implemented 18 active instruction-based extension programs, focusing on sustainable development, education, agriculture, and climate resilience. Intellectual property registration and technology incubation programs have further promoted innovation and entrepreneurship. The University established the Office of Project Development and Linkages (OPDeL) to foster collaborations, and review and monitoring committees ensure effective project evaluation. The University Research and Development, Extension, and Innovation Council (URDEIC) and Local Research and Development, Extension, and Innovation Council (LoRDEIC) were operationalized, promoting research excellence and approval processes. USEP's commitment to research, development, and extension underscores its vision of becoming a premier research university, contributing to knowledge advancement and community betterment.

Research and Development Programs, Activities, and Projects

For 2021, the University has 22 externally funded projects with an equivalent amount of 97 million pesos.

Table 25. Externally-funded projects in 2021

No.	Project Title	College Involved	Amount (in PhP)	Funding Agency
1	Resiliency of the Agriculture, Aquatic and Natural Resources (AANR) Sector in Times of Crisis: A Compendium of Regional Case Studies and Best Practices of Consortium Members' Initiatives in the Philippines	CAEc	2,000,000.00	DOST-PCAARRD
2	Institutionalization of the Socio-Economics Research and Data Analytics Centers (SERDAC 2) in Consortia Operations	CAEc	5,000,000.00	DOST-PCAARRD
3	Application and Improvement of Embryo Transfer (ET) and Artificial Insemination Technologies as Tools Toward Achieving the Desired Number of Genetically Superior Breeder Dairy Cattle	CARS	6,816,196.16	DOST-PCAARRD
4	Design, Development and Optimization of an Automated Combined Mechanical Cacao Democilager-Fermenter-Dryer	CARS	4,886,191.84	DOST-PCAARRD
5	Development and Pilot Testing Of Tree Climbing-Harvesting Device And Mobile Mechanical Dehusker For Coconut	CARS	4,999,995.00	DOST-PCAARRD
6	An Integrated Management Response to the Spread of Fusarium Wilt of Banana in Southeast Asia (ACIAR Phase 2)	CARS	9,670,885.00	ACIAR
7	Upgrading of Banana Tissue Culture Laboratory at University of Southeastern Philippines	CARS	5,000,000.00	DA
8	Upgrading of Indoor and Controlled Button Mushroom Production Facility at University of Southeastern Philippines	CARS	5,000,000.00	DA
9	Assessing and Evaluation of the Capacities and Resources of the LGUs in the Province of Davao del Norte in Providing Agriculture and Fisheries Extension Services	CARS	1,000,000.00	DA
10	Pest and Disease Incidence and Severity in Falcata Plantations in Mindanao	CARS	5,779,862.53	DOST-PCAARRD

No.	Project Title	College Involved	Amount (in Php)	Funding Agency
11	Establishment of Regional Database on Agriculture and Rural Development	CARS, CDM	3,000,000.00	DA
12	Implementation of Natural Cooperative Test for Special Purpose Rice	CARS	246,400.00	PhilRice
13	Publication of Indigenous Knowledge System and Practices on Disaster Risk Reduction and Management of Selected Indigenous People Groups in Davao Region	CAS, CBA, CDM	2,500,000.00	NCIP
14	Supply Chain Improvement of the Pummelo Industry in CAR, Regions, 2, 10, 11 & 12	CDM	714,617.00	DOST-PCAARRD
15	Davao Public Transport Modernization Project – Socio-economic Survey of Affected Drivers/Operators	CAEc, CDM	2,782,822.56	ADB
16	Promoting Rights-Based Community Drug Rehabilitation Initiatives of Davao City: A Systematic Action Research	CDM, CBA	500,000.00	CHR
17	Repositioning Instructional Triad Towards Responsive and Transformative BARMM HEIs	CTET	9,999,999.00	CHED
18	Blockchain-Based Novel System Application for Transparent Traceability of Halal-and-Tayeb Cacao Products	CoE	6,586,856.00	DOST
19	Bangsamoro History and Culture (BHC): Development and Publication of Research-based Anthology and Modules	CDM	10,000,000.00	CHED-HECBOL
20	SciCAT Agrivida: A Project on the Advancement and Generation of Robust Source of Income Through Value-added innovations and Continual Disseminations of Agri-Technologies towards sustainable Farm Tourism	CARS	4,260,024.00	DOST-PCAARRD
21	Amomang ug Giya Alang sa Kahamugaway (Care and Guide for Stability) – Phase 2	CAEc	1,500,000.00	CHED
22	CHICIoT: An IoT-Based Smart Poultry Building Environment And Growth And Health Status Monitoring And Modeling	CoE	4,768,038.00	DOST

For 2021, the University has 38 internally-funded projects with an equivalent amount of 3 million pesos.

Table 26. Internally-funded projects in 2021

No.	Project Title	College Involved	Amount (in Php)
1	Development of a USEP Virtual Environment Predictive Analytics Model for Students at Risk of Failing a Course	CIC	-
2	Real-time Detection of Novice Programmer Frustration and Boredom for Immediate Teacher-Feedback: A Proof of Concept	CIC	50,000.00
3	Productivity Analysis of Online Learning and Students' Performance Using USEP Virtual Environment (UVE) Data	CIC	50,000.00
4	Classifying Active and Passive Learners in the USEP Virtual Environment (UVE) Using Data Mining Methods	CIC	62,480.00
5	Data Privacy Principles and Data Protection Policy Awareness: A Quantitative Comparison of Tertiary Education Institutions	CIC	13,600.00
6	Analyzing Students' Behavioral Patterns on the University of Southeastern Philippines Virtual Environment (UVE) Logs	CIC	50,000.00

No.	Project Title	College Involved	Amount (in Php)
7	Students' Perception of USEP Virtual Environment: A Thematic Analysis	CIC	-
8	Physical Characterization and Spatial Distribution of Trees in USEP-Tagum-Mabini Campus, Mabini Unit, Mampising, Davao de Oro	CARS	50,000.00
9	Physico-chemical and Sensory Evaluation of Wine from Bignay, Jackfruit, and Carambola Fruits	CARS	100,016.00
10	Banana Inflorescence Protection through Mechanization	CARS	100,000.00
11	Field Demonstration on the Efficacy of Companion Planting + Sanitation versus Farmers' Practice to Insect Pests, Yield and Beneficial Arthropod Populations on Eggplant	CARS	146,000.00
12	Development and Evaluation of an Automated Hybrid (Solar Heat and Electric) Egg Incubator	CARS	50,000.00
13	Development and Evaluation of Household Scale Vermicomposting Bin with an Automated Recirculating and Watering and Aeration System	CARS	70,000.00
14	Role of Sucker Management on the Growth, Yield, and Quality of Bananas (Musa Acuminata) in the Philippines	CARS	154,880.00
15	Performance Evaluation of Different Banana Varieties planted on Fusarium Wilt Infested Area	CAS	154,880.00
16	Assessment of Ecological Communities and Physicochemical Conditions Inside Matanao Caves for Conservation and Protection	CAS	149,930.00
17	Survey of Elementary Teachers' Literacy Knowledge and Efficacy: Basis for an Extension Program	CED	52,000.00
18	Assessing the Mathematical Resilience of BSED-Mathematics Students: Basis for Enhancement Program	CED	50,000.00
19	Pre-service and In-service Teachers' Tpack Development: Design and Development	CED	194,400.00
20	4IR Capability Track: Preparing Librarians for Future-Proof Skills (Phase 2)	CIC	74,800.00
21	Rice Black Bug Eliminator	CT	528,000.00
22	Impact Evaluation of the WATSAN Extension Project of USEP	CT	224,400.00
23	Impact Evaluation of the Alalay sa Barangay Program	CT	88,550.00
24	Impact Evaluation of the Project ANAKK	CBA	110,000.00
25	Impact Evaluation of the SKP2 Extension Program of College of Technology	CBA	110,000.00
26	Impact Evaluation of the MBA Program	CBA	98,000.00
27	Impact Evaluation of BS Hospitality Management Program	CBA	90,000.00
28	Impact Evaluation of BS Entrepreneurship	CBA	90,000.00
29	Development of a Model (Prototype) Test for Purposive Communication	CAS	-
30	Development of Quality Evaluation of Yogurt Ice Cream with Banana and Mushroom	CARS	50,000.00
31	Antifungal Activity of Different Weed Leachates against Fusarium oxysporum f. sp. cubense Tropical Race 4 (Foc TR4) causing Fusarium Wilt on Lakatan Banana	CARS	50,000.00

No.	Project Title	College Involved	Amount (in PhP)
32	Greenhouse Gas Emission Inventory towards the Greening of Hotel Establishments in Davao City	CBA	50,000.00
33	Assessment of RSCC: Basis for Developing Framework of Collaboration Between UseP and RSCC	CED	50,000.00
34	Assessing the Readiness of Selected Elementary Schools for Outdoor Learning Education (OLE)	CED	50,000.00
35	CED Faculty Satisfaction Level on Compensation, Rank, Benefits and Work Environment	CED	50,000.00
36	Teaching and Learning in the time of COVID19: Issues, Challenges and the Teaching-Learning Process in Alternative Learning Modalities	CED	-
37	Remote Sensing for Regional-Scale Geologic Mapping: A Case Study of the Pantukan Quadrangle	CoE	49,300.00
38	OBE Implementation Initiatives of CTET: A Gap Analysis	CTET	50,000.00

Among the research projects that have great impact in the community include the PISOLAR: Payment Innovation of SHS Ownership via Lay Away Routine. The project has designed, developed, and deployed a pay-as-you-go solar home system (PAYG-SHS) using alternative wireless technologies. The pay-as-you-go solar home system is proven to overcome the affordability barrier since it has a flexible payment scheme that households with lower incomes can avail of.

Another impactful research is the DOST-PCAARRD funded project titled Science for Convergence of Agriculture and Tourism or SciCAT-AGRI-VIDA: A project on the advancement and generation of a reliable source of income through value-added innovations and continual dissemination of agri technologies towards sustainable farm tourism. Now on its Phase 2 implementation, the project generated almost a 5 million-peso budget for two years. To date, the Dimpas Greentegrated Agri-Tourism Farm as SciCAT was recognized by Brgy. Caganganan and Banaybanay Municipality was eventually accredited by the Department of Tourism XI.

There is also the IPTBM project for Sustaining the Intellectual Property and Technology Business Management of UseP and Establishing IP-TBM in Consortium Member Institutions (CMIs) of SMAARRDEC in the Davao Region. Through this project, UseP acting as a big brother, capacitates the other SUCs in the region in the process of patenting applications and in the inventory and management of the technology generated by their respective institutions. UseP has generated more than 3.5 million pesos for the implementation of this project, while other SUCs have an average budget of about 2 million pesos each.

List of research outputs completed in 2021

For 2021, the University has 39 completed research outputs. The definition of research output completed is any research that has been published, utilized, or presented at conferences.

Table 27. Research outputs completed in 2021

No.	Project Title	Implementing College/ Office
1	Willingness-To-Pay for Improved Solid Waste Management among the Urban Households in Panabo City	CAEc
2	High Priority Bus System	CAEc
3	Amoma ug Giya Alang sa Kahamugaway (Care and Guide for Stability)	CAEc and SMAARRDEC
4	Production and Distribution of Emergency Foods for Covid 19 Frontliners and Selected Marginalized Communities using FPIC-Davao Developed Technologies	CARS

No.	Project Title	Implementing College/ Office
5	Optimum Fertilization to Enhance Yield and Quality of Fresh Durian in Southern Mindanao	CARS
6	Development of Application Protocol and Field Verification of FertiGro N, P and K Nanofertilizers in Banana	CARS
7	Revitalizing the Abaca Industry through S&T Intervention for Higher Crop Productivity using High Yielding and Bunchy-Top Resistant Abaca Hybrids (Phase 2)	CARS
8	Conduct Of Socio-Economic Research In The Establishment Of Regional Database On Agriculture And Rural Development	CARS and CDM
9	Crime Statistics in the Philippines Patterns and Insights from the Location and Type of Index Crimes	CAS
10	Saving Terrestrial Biodiversity: Inventory, Assessment, Conservation and Capability Building in Marilog Forest Reserve, Southern Mindanao, Philippines	CAS
11	Conduct of Feasibility Study, Formulation of Project Development and Institutional Development Plans for the Establishment of City College of Davao	CBA
12	Supply Chain Management: Cacao Agro-Logistics in the Southern Philippines Context	CBA
13	Institutional Sustainability Assessment of the University of Southeastern Philippines	CBA
14	Enhancing the Disaster Management Capacity of the University of Southeastern Philippines.	CBA
15	Quality of Life- The Psychological Well-being of USEP's Employees in times of Covid-19	CBA
16	Feasibility Study of Establishing USEP Malabog Extension Campus	CBA, SoL, NTS
17	Marketing Conduct of Native (Crossbred) Pig Industry in Davao City	CDM
18	Storied Tapestry: Memories, Words, Objects, and Images from the Marawi Siege	CDM
19	Pre-service and In-service Teacher's Tpack: Design and Development	CED
20	Enriching Theory and Skill Acquisition via Blended Modality Among Bachelor of Physical Education 2 Students of College of Education in University of Southeastern Philippines, Obrero Campus.	CED
21	Integrating Self-efficacy and Sources of Self-efficacy of PE Students in Skills-Based Performance Courses	CED
22	Re-discovering the Indigenous Games as Leisure Time of Obo-Bagobo Tribe in Baguio, District, Davao City	CED
23	Shaping Musical Literacy via Blended Modality Among 2nd Year Bachelor of Elementary Education Students of College of Education in USEP	CED
24	Developing a model to evaluate the developed course packs that utilize different teaching methods	CED
25	Examining Collaborative Group Work as a Flexible Learning Experience in the COVID-19 period	CED
26	The Cry of Teachers during CoronaVirus Outbreak: A Content Analysis	CED
27	Plights of School Heads amidst Pandemic Crisis: A Content Analysis Approach	CED
28	Articulating the College Quality Enhancement Framework: The Case of College of Information and Computing	CIC
29	Data Analysis of Student's Behavior and Coping Mechanisms during Enhanced Community Quarantine (ECQ) using Data Mining Algorithm	CIC

No.	Project Title	Implementing College/ Office
30	Design, Development, and Deployment of Logistics of Food and other Essential Supplies Information System	CIC
31	A Flood Forecasting System for Davao City using Time Series Analysis	CIC
32	USEP Bantay COVID-19: A Secured Mobile Application for Food and Medicine Logistics with Student's Behavior and Coping Mechanism using Data Mining	CIC and NTS
33	Hydrogeological Survey on Proposed Groundwater Extraction Sites in Barangay Kahayag- San Roques, Bislig City: A Collaboration Between Bislig City Water District and USEP	CoE
34	Design and Fabricate an Electronic Control System for a High Yield Coconut Oil Expeller from "Sapal"	CT
35	Design and Fabricate a Heated Press System for a High Yield Coconut Oil Expeller from "Sapal"	CT
36	Design and Fabricate Conveyor System for a high Yield Coconut Oil Expeller from "Sapal"	CT
37	Comparative Study of High Yield Coconut Oil Expeller from "Sapal" and the Existing Coconut Expeller Technologies	CT
38	Implementation of Inclusive Education in Higher Education: 3Ps of inclusion in USEP	CTET
39	USEP Vision, Mission, Goals and CTET Objectives: Its Awareness, Acceptability and Attainment	CTET

Research Projects Supported by Industry Partners

For 2021, the University has 22 research supported by industry partners.

Table 28. List of industry partners with existing research in 2021

No.	Project Title	Industry Partners
1	Establishment of FAB LAB Network in the Philippines	Batangas State University Bicol University Bohol Island State University Jose Rizal Memorial State University Negros Oriental State University Bicol State College of Applied Sciences and Technology Bohol State University Caraga State University Cebu Institute Of Technology Cebu Technological University Iloilo Science and Technology University Isabela Provincial Local Government Unit JH Cerilles State College of Pagadian Mindanao State University - Iligan Institute of Technology Philippine Science High School - Main Campus Philippine Science High School - Ilocos Region Campus Siquijor State College University of the Philippines - Diliman University of Southern Mindanao - Kidapawan City Campus
2	Infrastructure Soil Interaction and Land Usage Assessment for New Developments or (ISLAND) Project Under the Program Building Research and innovations Developmental Goals for Engineering SUCs (BRIDGES)	Batangas State University Bicol University Bohol Island State University Jose Rizal Memorial State University Negros Oriental State University Isabela State University Mariano Marcos State University Marinduque State University President Ramon Magsaysay State University Samar State University

No.	Project Title	Industry Partners
3	Virtual Cluster Farms and Industry Encounters through the S&T Agenda (FIESTA) on Mango	Department of Science and Technology – Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (DOST-PCAARRD) Visayas State University University of Southern Mindanao
4	Inter-Consortia Convergence in Socio Economics R&D: institutionalization of the Socio-Economics Research and Data Analytics Center	Department of Science and Technology – Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (DOST-PCAARRD) Visayas State University
5	Pest and Disease Incidence and Severity in Falcata Plantations in Mindanao	Department of Science and Technology – Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (DOST-PCAARRD)
6	Inter-Consortia Convergence in Socio Economics R&D: institutionalization of the Socio-Economics Research and Data Analytics Center	Central Luzon State University
7	Pest and Disease Incidence and Severity in Falcata Plantations in Mindanao	Central Mindanao University Ecosystems Research and Development Bureau
8	Repositioning Instructional Triad Towards Responsive and Transformative BARMM HEIs	Commission on Higher Education Sulu State College
9	Assessment of Ecological Communities and Physicochemical Conditions Inside Matanao Caves	Department of Environment and Natural Resources – XI
10	Assessment and Evaluation of the Capabilities and Resources of the Local Government Units (LGU) in the Province of Davao del Norte in Providing Agriculture and Fisheries Extension Services under the Flagship Project Province-Led Agriculture and Fisheries Extension System (PAFES)	Department of Agriculture – XI Provincial Local Government Unit of Davao del Norte Department of Agriculture
11	Conduct of Socio-Economic Research in the Establishment of Regional Database on Agriculture and Rural Development	Department of Agriculture
12	Blockchain-Based Novel System/Application for Transparent Traceability of Halal-and-Tayeb Cacao Products	Department of Science and Technology Department of Science and Technology – Philippine Council for Industry, Energy and Emerging Technology Research and Development (DOST-PCIEERD) Department of Science and Technology – XI
13	ChicIoT: An IOT Based Smart Poultry Building Environment and Growth and Health Status Monitoring and Modeling	Department of Science and Technology
14	Shared AServices Facilities (SSF) Project	Department of Trade and Industry – XI
14	Shared AServices Facilities (SSF) Project	Department of Trade and Industry – XI
15	Partnership of KTTD-TBI with Packetworx as Industry Partner	Packetworx
16	Partnership of KTTD-TBI with E3HUBS SDN BHD as Co-Incubator Partner	E3Hubs Sdn Bhd

No.	Project Title	Industry Partners
17	Partnership of KTTD-TBI with BeanBuddy Ventures PTE LTD as Accelerator, Investment and Consulting Partner	BeanBuddy Ventures PTE LTD
18	Partnership of KTTD-TBI with E3HUBS SDN BHD as Investment Management and Consulting Partner	Bamboo Pacific Ventures PTD LTD
19	Partnership of KTTD-TBI with Cloudline Technologies, Inc as Industry Partner	Cloudline Technologies, Inc
20	Conduct of Feasibility Study, Formulation of Project Development and Institutional Development Plans for the Establishment of Davao City College	City Government of Davao
21	Implementation of National Cooperative Test for Special Purpose Rice (NCT-SP0)	Philippine Rice Research Institute
22	Southeast Asia Transport Project Preparatory Facility Phase 2: Davao Public transport Modernization Project – Socio Economic Survey of Affected Drivers/Operators	Asian Development Bank

For 2021, the University has 11 research outputs utilized by the industry or other beneficiaries.

Table 29. List of research outputs utilized by the industry or other beneficiaries in 2021

No.	Research Title	Utilized by:
1	Cacao Pod Bagger (Piticao)	Cacao farmers – sold through direct selling
2	Mango Power Spray Nozzle (MPSN)	Mango Cooperative – Initial tals with cooperatives in Davao del Sur and is deployed in SIMMCO (Mango Cooperative in Samal) Mango Farmers – Direct Selling
3	Modified Mango Fruit Picker (MMFP)	Mango Cooperative – Initial tals with cooperatives in Davao del Sur and is deployed in SIMMCO (Mango Cooperative in Samal) Mango Farmers – Direct Selling
4	Mango Integrated Post-Harvest Facility	Mango Cooperative – Initial tals with cooperatives in Davao del Sur and is deployed in SIMMCO (Mango Cooperative in Samal)
5	Braillance	Department of Education
6	SHOFAR	LGUs – Direct Selling TLA under completed staff work
7	PISOLAR	Electrical Cooperatives – Direct Selling LGUs (Talaingod DDN) – End user for Technology Validation
8	MusaBag	Banana Farmers (Talaingod DDN) – End user for Technology Validation
9	Trichoderma Soil Injector	LGU (Panabo City) willing to partner for technology validation
10	Banana Blossom Soil Injector	LGU (Panabo City) willing to partner for technology validation
11	Icing Smoother	Pastry Chefs – Direct Selling

Research Centers

For 2021, the University has 11 Centers established. The Centers are meant to support both the academic and research and development and extension functions of the University. This explains why most of the Centers are anchored in the colleges/schools.

Table 30. List of Centers established in 2021

No.	Name of Center	Brief Description
1	Socio-Economic Research and Data Analytics Center (SERDAC) in Mindanao	Provide competent training facilities and learning materials in improving the research capabilities of USEP-CAEC students, faculty and staff, other colleges in the University, other Mindanao SUCs, and R&D institutions in the field of socio-economics. The general objective of the Socio - Economic Research and Data Analytics (SERDAC) Mindanao is to strengthen the socio-economic research capacity in the The general objective of the Socio-Economic Research and Data Analytics (SERDAC) Mindanao is to strengthen the socio-economic research capacity in the Region and to harness the ability of the socio-economic research and development sector to provide technical assistance to other research sectors (e.g., crops, livestock, forestry, fishery, and environment). It aims to target the following specific objectives: 1.To develop socio-economic research studies and provide policy recommendations that will aid the academe, government, lawmakers, industry, and community in their policy and development decisions; 2.To conduct gender analysis in every socio-economic research study and identify different gender gaps, inequalities, constraints and opportunities; 3.To provide capability-building activities in socio-economic analysis and research using the latest qualitative and quantitative tools; 4.To promote gender equality in offering technical advisory services to academe, government, lawmakers, industry and 5.community, in order to guide them in their policy decision-making; 6.To improve the equitable access of women and men socio-economic researchers to licensed software and journals that will aid them in conducting researches; 7.To develop a knowledge repository of socio-economic studies and data that is useful in conducting relevant researches; 8.To collect sex-disaggregated data and gender-related information to be stored in the SERDAC socio-economic database repository of indicators; 9.To engage women and men from faculty, staff and students in the conduct of research studies and trainings; and, 10.To use research results and data analytics software, as input in the course
2	Agricultural Research, Technology, and Innovation Center (ARTIC)	The establishment of the Agricultural Research, Technology, and Innovation Center (ARTIC) as the research center of the College of Agriculture and Related Sciences (CARS) aims to provide a facility that will enhance the research, development and extension capability of faculty and student researchers in the field of agriculture, biosystems engineering, agri-based food processing, and forestry. This facility will support a research-based and gender-responsive instruction program of the college geared towards developing improved agricultural technologies and farming innovation in the form of systems, processes, products (food, fiber, tools, equipment, and forest products), thereby contributing to the attainment of agricultural and ecological sustainability. Further, ARTIC shall be actively involved in the extension and production program of the college such as in packaging and technology transfer of research outputs to intended adaptors and end-users in various agricultural production systems and industries. It aims to target the following specific objectives: 1.Provide research facilities for women and men faculty, students, non-teaching staff, and industry partners through available and functional laboratories with state-of-the-art equipment for the pursuit of research in the AANR sector in the region; 2.Capability development of women and men faculty and student researchers in basic and advanced research in the areas of food production and manufacturing, environmental resource conservation, sustainable agriculture, emerging trends, and climate change mitigation; 3.Provide support in the conduct of research to develop agricultural technologies and farming innovation in the form of tools/equipment, systems, processes, and products geared towards resource conservation and sustainability; 4.Increase research productivity of the college through publications, patenting, and commercialization, engaged in a partnership, enhancing people services and policy studies in the AANR sector; 5.Disseminate package of technologies to increase utilization to target adopters to improve socio-economic condition and quality of life; and, 6.Forge linkages with external research institutions for collaboration to sustain a vibrant research pursuit in providing sustainable solutions in food security/safety, climate change, and other emerging problems in the AANR sector.

No.	Name of Center	Brief Description
3	Mindanao Center for Policy Studies (MCPS)	By virtue of USEP Board of Regents Resolution No. 2159, Series of 1994, MCPS is mandated to conduct policy studies at both the macro and the micro levels in the areas of education, human resource and employment; industry, agriculture, fisheries, and forestry; environment and sustainable development; science and technology; organization and institutional development; cultural communities; and rural, urban, and regional development. The MCPS is also mandated to provide technical or advisory assistance to government and non-government organizations, upon request. Finally, the MCPS shall conduct seminars or related training programs in the area of development planning and policy analysis. It aims to target the following specific objectives: 1. Perform quality and responsive economic, social and governance policy research and analysis; 2. Capacitate researchers and beneficiary institutions in economic, social and governance policy research and analysis; 3. Serve the different research perspectives and policy needs of the economy and the government; and, 4. Provide an effective platform for knowledge exchange.
4	Mindanao Center for Informatics and Intelligent Systems	The Mindanao Center for Informatics and Intelligent Systems is a multidisciplinary research hub which aims to develop modern informatic tools and conduct theoretical and applied research in various aspects of autonomous systems, machine learning, and computer vision. This center serves as a research facility for multidisciplinary interaction and fosters quadruple helix synergy with the academic, industry, government, and society. It aims to target the following specific objectives: 1. Serve as a research hub that will bring science and society together; 2. Strategically promote national and international collaborations; and, 3. Provide tools and technological resources to support the research community.
5	The Research Center of CAS – Biodiversity and Natural Product Development	The Research Center of CAS – Biodiversity and Natural Product Development aims to enhance research activities of its faculty and students through collaboration with experts from other academic institutions (local and international), government and non-government agencies. These are gender-responsive research-based community and policy-driven approaches on ecological/environmental conservation and sustainability; production and innovation approaches in natural product development for food safety/security, health and wellness. It aims to target the following specific objectives: 1. Innovate and develop products for human and ecological health; 2. Conduct capacity-building activities; Develop information, education and communication (IEC) materials and disseminate to identified communities to raise environmental, and health awareness and foster 3. Translate scientific information into policy studies; and, 4. Enhance and develop state-of-the-art facilities for sound scientific, and reliable results.
6	Center for Enterprise Development, Business Innovation, and Advancement (CEDBIA)	The College of Business Administration (CBA) has conceptualized the establishment of a research center to support scholarly pursuits in the field of business and its interdisciplinary areas. It is aimed at advancing research and development by providing inquiry-based opportunities such as collaborative research, capability building, and other innovative endeavors. It aims to target the following specific objectives: 1. Conduct rigorous, relevant, and impactful studies apposite to identified research agenda by fostering a vibrant research and development environment for business and related areas among its students and faculty experts, and where applicable, in collaboration with internal and external partners; 2. Provide Technical Education and Skills Development Authority (TESDA) Technical Vocational Education and Training (TVET) and operate as an Assessment Center for male and female students in higher education institutions, primarily students of the College, as well as other external candidates; 3. Develop Information, Education, and Communication (IEC) Materials on business and related areas; and, 4. Provide expert services to beneficiaries through, but not limited to, capacitation activities and assistance to business enterprise development and administration.
7	Mindanao Center for Education Research, Training and Innovation (MCERTI)	The college executes its mandates through the Mindanao Center for Education Research, Training, and Innovation (MCERTI) by providing research opportunities to students in the form of dissemination of research findings through publications, workshops, conferences, and seminars. Also, with the faculty's outstanding track records, MCERTI commits to providing extension services; and other research needs not only to other units/colleges in the university but also to other agencies/institutions in Mindanao, public and private. It aims to target the following specific objectives: <i>1. Curriculum Studies</i> Conduct research on the Basic Education Curriculum and the Teacher Education Curriculum, its modalities, and approaches that can best enhance the attainment of student learning outcomes

No.	Name of Center	Brief Description
		2. Pedagogy and Innovations Develop educational technologies, training programs, and assessment tools for cognitive and non-cognitive outcomes and novel teaching approaches for both young and adult learners 3. Governance and Academic Analytics Provide researchers, educational institutions, government agencies data and research insights and publications that will assist in research, administrative decision making, program development and policy formulation 4. Teacher Training and Extension Provide technical and methodological expertise in educational measurement, evaluation and policy analysis thru the publication of monographs, conduct of webinars 5. Sustainability; Establish linkages and partnerships with both government and private sector for operational sustainability.
8	Geospatial, IOT, Solutions and Technology (GIST)	The main purpose of GIST is to facilitate interaction between faculty, students, and industry to advance research opportunities, academic excellence, problem-solving in the real world, and knowledge creation and dissemination (adopted from Kumar, 2017). The Centre will be an avenue for students, faculty members, and the industry to collaborate on research that benefits academics, industry, and the community. Capacitation through trainings in research, publication, and production. It aims to target the following specific objectives: 1. Support the collaboration of men and women faculty, students, and industry partners by providing an avenue for research colloquium. 2. Support for research presentation in local, national, and international conferences 3. Support researches on the purchase of supplies and materials 4. Support in publication and dissemination 5. Support in the conduct of research.
9	Center for Research and Innovation in Industrial Technology (CRIIT)	To further improve the contribution of the College of Technology (CT) in research and innovation, a Center for Research and Innovation in Industrial Technology (CRIIT) is proposed. Attuned to Industry 4.0, the research center shall be a home for research and innovation concerning mechatronics, industrial electronics, autotronics technology, smart technology, precision manufacturing, green building technology, transport air-conditioning, industrial cold storage, renewable energy, and others. Given the facilities and resources, the center can serve the needs of the industries not just in the Davao region but in Mindanao and throughout the country. CRIIT will collaborate with the existing College academic laboratory and fabrication laboratory. The center will develop research and innovation and design, fabrication, and enhancement of products and inventions. The center will join with different institutions to expand its functions in the region and, if possible, nationwide. It aims to target the following specific objectives: 1. To develop technology and conduct research that will help improve the lives of men and women in the community. 2. To capacitate men and women of the College of Technology in conducting research for Industrial Technology. 3. To help fellow researchers of both sexes step up their research through publications, intellectual property rights application, and commercialization. 4. To establish partnerships and linkages, maintain a vigorous research pursuit in offering sustainable solutions in the Industrial Technology sector.
10	Computer-Supported Learning, Cognition and Innovation Center (CCIC)	CTET programs range from elementary education, secondary education with various specializations and Information Technology. This facility is envisioned to "develop innovative teaching and learning strategies using advanced learning technologies". This center shall serve as a venue for educators and students to grow ideas that are innovative, unique and novel that will help our educational system be more competitive and relevant to the needs of the people. It aims to target the following specific objectives: 1. Conduct research activities related to innovations in : 1.1 computer-supported learning; 1.2 cognition; and 1.3 innovations 2. Develop innovative teaching and learning strategies using advanced learning technologies". Specifically, it will; 2.1 Establish a space that enables University educational researchers, students and partners to develop innovative research in the following major areas; a) Technology assisted learning; b) Delivery of online and flexible education; c) Assessment in flexible education context;

No.	Name of Center	Brief Description
		2.2 Establish a facility that shall serve as venue for the development of instructional materials (online, offline and flexible), where teachers and students can collaborate and become more resilient in times of calamities, major areas are; a) Module development; b) Instructional videos; c) Game-based learning materials; d) Design thinking strategies; and e) Assessment design strategies 3. Establish a facility shall serve as a venue for knowledge transfer and management. Training and transfer of information shall be the essence of the center for HEIs and DepEd in the region and beyond. It is a venue for knowledge sharing and ideation. Broad areas are; a) capacity training; b) knowledge transfer; and c) knowledge ideation
11	Mindanao Law Resource Institute (MiLawRI)	Recognizing the pluralistic legal regime of the Philippines, the SoL – Research Center will undertake: 1. research • that feed into policy formulation by addressing policy gaps/needs; • that strengthen developmental processes at the micro, meso, and macro levels of governance; • that facilitate support to current governmental priorities in the field of law, peace and development (i.e. EO 70 [Whole of Nation Approach], Rule of law, etc.) 2. production of evidence-based legal academic and advocacy materials 3. publication of a law Journal 4. research congress/presentations 5. commercialization and utilization (consultancy, capacity development programs, and certificate courses)

Publication to Refereed Journals

For 2021, the University has 14 publications to refereed journals.

Table 31. Publications to refereed journals in 2021

Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN / ISBN
Mortality Analysis of Early COVID-19 Cases in the Philippines Based on Observed Demographic and Clinical Characteristics	2021	Recoletos Multidisciplinary Research Journal	Volume 9, No. 1	https://doi.org/10.32871/rmrj2109.01.09 P-ISSN: 2423-1398 E-ISSN: 2408-3755
The Policy Driven Dimensions of Teacher Beliefs about Assessment	2021	The Australian Journal of Education	Volume 46, No. 3	http://dx.doi.org/10.14221/ajte.2021v46n3.3 P-ISSN: 0004-9441 E-ISSN: 2050-5884
Multicriteria Decision Analysis on Information Security Policy: A Prioritization Approach	2021	Advances in Technology Innovation	Volume 6, Number 1	https://doi.org/10.46604/aiti.2021.5476 P-ISSN: 2415-0436 E-ISSN: 2518-2994
On weakly connected dominating polynomial of Bi-Star, Spider, Banana and complete Bipartite Graphs	2021	Advances and Application in Discrete Mathematics	Volume 28, Issue 1	http://dx.doi.org/10.17654/DM028010169
The connected neighborhood polynomial of Corona graphs	2021	Advances and Application in Discrete Mathematics	Volume 28, Issue 1	http://dx.doi.org/10.17654/DM028010025 E-ISSN: 0974-1658
On vertex balance index set of some snake graphs	2021	Advances and Application in Discrete Mathematics	Volume 28, Issue 2	http://dx.doi.org/10.17654/DM028020253 E-ISSN: 0974-1658

Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN / ISBN
On neighborhood transversal domination of some graphs	2021	Advances and Application in Discrete Mathematics	Volume 28, Issue 2	http://dx.doi.org/10.17654/DM028020205 E-ISSN: 0974-1658
Floristic Composition and Diversity of Weeds in Organic Rice Fields in Langkong, Mlang, Cotabato	March 2021	Southeastern Philippines Journal of Research and Development	Volume 26, Number 1	https://doi.org/10.53899/spjrd.v26i1.125 P-ISSN: 2415-0436 E-ISSN: 2518-2994
Unveiling the Tausug Culture in Parang Sabil through Translation	September 2021	Southeastern Philippines Journal of Research and Development	Volume 26 Number 2	https://doi.org/10.53899/spjrd.v26i2.156 P-ISSN: 2415-0436 E-ISSN: 2518-2994
Agricultural Education through Farm Tourism among selected Providers in Mindanao	February 2021	International Journal of Research Publication	Volume 70, Number 1	https://doi.org/10.47119/IJRP100701220211745 E-ISSN: 2708-3578
On Ageing Generation of Farmers: A Predictor Study on Agripreneurial Intentions among Selected Agriculture Students in Region XI, Philippines	February 2021	International Journal of Research Publication	Volume 70, Number 1	https://doi.org/10.47119/IJRP100701220211743 E-ISSN: 2708-3578
The state of Tausug and Sama-Bajau linguistics	2021	Hawaii Journal of the Humanities	Volume 2	E-ISSN: 2694-6165

Statistics of Faculty Engaged in Research

Forty-seven and eleven percent (47.11%) of the faculty members in the University are involved in research activities. According to rank, 40% of those in the professorial rank (Prof 1-6) engaged themselves in research. Among those in the Associate Professors' ranks, teaching personnel in the Associate Professor IV ranks are the ones highly involved in research (93.75%). Among those in the Assistant Professors' ranks, the faculty members in the Assistant Professor II ranks are the ones highly involved in research (44.44%). Lastly, among the ranks of Instructors, those in the Instructor I have the highest percentage of engagement in research (42.45%).

Table 32. Percentage of Faculty engaged in research by Rank in 2021

Rank	Number of Faculty	Number of Faculty Engaged in Research (with Ongoing Research Project/s 2020)	% of Faculty Engaged in Research
Instructor I	139	59	42.45
Instructor II	4	3	75
Instructor III	14	4	28.57
Assistant Professor I	16	8	50
Assistant Professor II	27	12	44.44
Assistant Professor III	29	12	41.38
Assistant Professor IV	33	14	42.42
Associate Professor I	18	7	38.89
Associate Professor II	14	11	78.57

Rank	Number of Faculty	Number of Faculty Engaged in Research (with Ongoing Research Project/s 2020)	% of Faculty Engaged in Research
Assistant Professor III	29	12	41.38
Assistant Professor IV	33	14	42.42
Associate Professor I	18	7	38.89
Associate Professor II	14	11	78.57
Associate Professor III	11	6	54.55
Associate Professor IV	16	15	93.75
Associate Professor V	22	12	54.55
Professor I	2	0	0
Professor II	4	3	75
Professor III	3	0	0
Professor IV	2	2	100
Professor V	4	2	50
Professor VI	5	1	20
TOTAL	363	171	47.11

As regards the faculty involvement in research by college, the College of Applied Economics has the highest percentage of participation with 100%. It is followed by the College of Business Administration at 72.41%. In third rank is the College of Information and Computing at 61.90%.

Table 33. Percentage of Faculty engaged in research by College in 2021

College	Number of Faculty	Number of Faculty Engaged in Research	% of Involvement
College of Applied Economics	10	10	100
College of Agriculture and Related Sciences	53	32	58.49
College of Arts and Sciences	45	11	24.44
College of Business Administration	29	21	72.41
College of Development Management	38	16	42.11
College of Education	44	23	52.27
College of Information and Computing	21	13	61.90
College of Teacher Education and Technology	48	14	29.17
College of Technology	27	12	44.44
College of Engineering	39	19	48.72
TOTAL	354	171	48.30

Hosting of SMAARRDEC

The University's hosting of the Southern Mindanao Agriculture Aquatic and Natural Resources Research and Development Consortium (SMAARRDEC) since April 2003 has propelled the University's goal of becoming a research university. With a yearly allocation of 500 thousand pesos in support of the Consortium's operations, the University has implemented several collaborative research projects in the region which generated millions of funding from the external funding agency-partners. It is evident in the recent National Symposium Agriculture Aquatic and Natural Resources (NSAARRD) where the project "Synergize Academe-Industry Research Undertakings to Improve Productivity through Development of a Banana Diseases Surveillance System which is ROSANNA or Real-time Online Surveillance for Banana" was recognized. Project ROSANNA is a mobile agricultural disease surveillance system that uses both mobile-and web-based applications. It gathers and disseminates disease-related information at farm level. It is one project where the impact of the government's investment on research can be immediately felt and observed. This project, funded by DOST under the Science for Change Program CRADLE or Collaborative Research and Development to Leverage Philippine Economy, also leads to the first collaboration between UseP and Hijo Resources Corporation (HRC).

Extension Programs, Activities, and Projects

The Extension Division of the University of Southeastern Philippines directly works with the colleges/schools in the development of plans, strategies, and innovation platforms to improve the lives of the University community partners. The University pursues research-based extension projects to transfer the cutting-edge technology and social innovations developed by its faculty, staff, and students. For 2021, UseP has seventeen (17) active instruction-based extension programs.

Table 34. Active Extension Programs in 2021

College/Unit	Program
College of Development Management (CDM)	Climate Resilient Agriculture 2.0: Agri-Fisheries Cooperatives on Technopreneurship for Adaptation and Mitigation Initiatives in Agriculture (ACT for AMIA)
College of Development Management (CDM)	Sustainable Services for Social Transformation And Indigenous Peoples' Empowerment Development (SUSSTAINED)
College of Information and Computing (CIC)	High School Students Records Management System (HiSRMS)
College of Business Administration	Davao WATSAN Hub
College of Teacher Education And Technology (CTET)	Project Tulong Alay sa Pag-angat ng Buhay at Kaalaman ng Nangangailangang Kabana, mga Magulang at Ginagabayan ng mga Guro) TABANG
College of Education (CEd)	Operation Resiliency Booster (RB)
College of Business Administration (CBA)	Local Capacity Building Support (LCBS)
College of Information And Computing (CIC)	Eye-see Enabled Barangay II (EEBII)
College of Agriculture And Related Sciences (CARS)	Incubation of Banana Fruit Bagger through Field Testing and Feedbacking
College of Engineering (CoE)	Huna-Hunaw Portable Art Sink Project
College of Applied Economics (CAEc)	CAEc WISER (Webinar in Socio-Economics, Econometrics and Research) Series 1 and 2
College of Agriculture And Related Sciences (CARS)	KaBULIG (Kalambuan sa BACASIFIA on Upscaling Livelihood Integrated Growth)
College of Agriculture And Related Sciences (CARS)	Participatory Rural Appraisal (PRA) for Barangay Gupitan, Kapalong, Davao del Norte

College/Unit	Program
College of Agriculture And Related Sciences (CARS)	Production of Healthy Banana Seedlings in Partnership with Maragusan Growers Multi-Purpose Cooperative (MAGROW MPC)
College of Education (CEd)	BRAILLE LITERACY INNOVATION FOR EDUCATORS (BRAVED)
College of Education (CEd)	Regional Seminar-Workshop on Contextualizing Assessment Across All Learning Areas
College of Engineering (CoE)	ILAYAG UG IWAHIG: Household Electrification Sustainability and Water System Installation in Sitio Igang, Talaingod, Davao del Norte
College of Technology (CT)	Helper-Educators Assemble to save Lives (HEAL) Philippines
College of Applied Economics	Training-series on Cardaba Production Intercropped with Vegetables and Farm and Financial Management [under the project Amoma ug Giya Alang sa Kahamugaway (Care and Guide for Stability): Community Intervention for Indigenous People on Saba/Cardava Banana and Vegetable Production in Selected Areas of Davao Region]

Faculty Involvement in Extension Programs

Almost 64% of the faculty members are involved in extension programs. The College of Teacher Education and Technology (CTET) has the highest percentage of participation with 96.15%. It is followed by the College of Information and Computing (CIC) at 85.71%. In the third rank are both the College of Development Management (CDM) and the College of Applied Economics (CAEc) at 80.00%.

Table 35. Percentage of Faculty involved in Extension Programs by College/School in 2021

College	Total Number of Faculty	Faculty Involved in Extension Programs	Percentage
College of Teacher Education and Technology (CTET)	52	50	96.15
College of Agriculture and Related Sciences (CARS)	47	32	68.09
College of Development Management (CDM)	35	28	80.00
College of Engineering (CoE)	36	20	55.56
College of Education (CEd)	43	25	58.14
College of Arts and Sciences (CAS)	49	19	38.78
College of Technology (CT)	28	10	35.71
College of Applied Economics (CAEc)	10	8	80.00
College of Information and Computing (CIC)	21	18	85.71
College of Business Administration (CBA)	31	16	51.61
School of Law (SoL)	1	0	0.00
School of Medicine (SoM)	1	0	0.00
TOTAL	354	226	63.84

Intellectual Property Registration

For 2021, USeP has a total of 1 application on Patent Application, 3 for issuance of letters, and 1 under prosecution; on Utility Model, there are 2 for issuance of certificates; 9 Copyright outputs deposited; and 1 Trademarks registered.

Table 36. Patent Applications Filed in 2021

No	Application Number	Title	Inventor	Status	Remarks
1	1/2021/050293	Mechanical Coconut Climber	MONTEPIO, Roger C., ABENOJA, Ryan M, BAYRON, Roland R, TUYOGON, Ruel F, LANTICSE, Lourenze Karl C	Filed	Formality Examination Report from IPOPHL Received

USep's Project Agila of the Technology Business Incubation Unit has 26 incubatees that have successfully completed the three-month Eaglet program; while 8 start-ups or cohorts are undergoing project Fledge.

Table 37. Copyright Applications Filed in 2021

No	Application Number	Title	Author	Status	Remarks
1	O-2021-00575	Antibacterial Properties of Cutaneous Bacterial Isolates from Philippine Endemic Frog Species (<i>Philautus acutirostris</i>) in Datu Sulayman, Marilog District, Calinan, Davao City	Paul Adriel C. Loquias and Marnie Grace I. Sonico	Completed	Certificate Received
2	O-2021-01037	Antibacterial Properties of Cutaneous Bacterial Isolates from Philippine Endemic Frog Species (<i>Philautus surdus</i>) in Datu Sulayman, Marilog District, Calinan, Davao City	Vanessa Mhae M. Tago-on and Marnie Grace I. Sonico	Completed	Certificate Received
3	O-2021-01037	Antibacterial Properties of Cutaneous Bacterial Isolates from Philippine Endemic Frog Species (<i>Philautus leitensis</i>) in Datu Sulayman, Marilog District, Calinan, Davao City	Zarah P. Ong and Marnie Grace I. Sonico	Completed	Certificate Received
4	O-2021-00697	Student Peer Facilitators Training Module	Jennifer M. Arbiol and Teresa L. Exala	Completed	Certificate Received
5	O-2021-00887	Nimer Execution Quotient Scale (NEXQS)	Blenn B. Nimer	Completed	Certificate Received
6	O-2021-00919	Nimer Human Security Multidimensional Scale (NHSMS).	Blenn B. Nimer	Completed	Certificate Received
7	O-2021-00920	Nimer Human Security Principles Scale	Blenn B. Nimer	Completed	Certificate Received
8	O-2021-01145	Repositioning USeP, Bislig's Academic Direction	Blenn B. Nimer	Completed	Certificate Received
9	O-2021-00940	Financing Philippine Economic Development Through Foreign	Joeteddy Bugarin	Completed	Certificate Received

Table 38. Registered Trademarks in 2021

Trademark	Applicant
Dimpas Greentigrated Agri-Tourism Farm	Dimpas, Naomi

Second Edition of RDE Manual

After 15 years, the Second Edition of the RDE Manual was approved by the Board last July 26. It is an enhanced version of the 2006 RDE Manual. The RDE Framework is incorporated in the approved RDE Manual. It serves as the guiding principle in the implementation of RDE PAPs ensuring that outputs will provide impact to our intended users. It also provides a dynamic synergy in achieving the vision of the University along with instruction and production highlighting the essence of innovation.

Also, this year the University activated the Office of Project Development and Linkages or OPDeL that will facilitate the creation of linkages in coordination with the RDE Divisions and the colleges where the expertise is lodged, thus facilitating the invitations for RDE engagements locally and internationally. Currently, the OPDeL is assisting the projects on Impact Assessment of the Phil LIDAR Program, the Development of the Philippine Groundwater Health Index for Monitoring Groundwater in Agricultural Areas, the Balik Scientist Program of DOST-PCIEERD, and a Research Collaboration Project with Jakarta State University.

This year the Research and Extension Review and Monitoring Committee was also activated to review all RDE Proposals of the University prior to endorsement to the President. And still this year, USEP operationalized the University Research and Development, Extension, and Innovation Council (URDEIC) and Local Research and Development, Extension, and Innovation Council (LoRDEIC) as stipulated in the RDE Manual and which creation was approved by the Board in 2020. The LoRDEIC operates at the college level to review RDE PAPs and endorse the same for approval at the university level.



PRODUCTION

The University of Southeastern Philippines offers various facilities and resources for rent to external clients, providing income-generating opportunities for the institution. These include the USEP Gymnasium and Cultural Center (UGCC), social hall, hostel rooms, hostel dining/training hall, covered court, concessions, commercial stalls, and grounds.

The hostel rooms in the Obrero campus cater to students, faculty, staff, and outsiders, offering affordable transient lodging. Some rooms can accommodate up to 10 occupants, making them suitable for groups attending seminars or training programs in the city. The hostel's training halls are also available for conferences, workshops, and gatherings.

Commercial stalls located along the main entrance of the University are rented to small businesses, providing services such as printing, photocopying, bookbinding, food and beverages, and internet surfing. These stalls are present in both the Obrero and Tagum-Mabini Campuses.

The USEP Gymnasium and Cultural Center, inaugurated in 2012, has become a popular venue for various events organized by local and national clients. The Social Hall, designed to accommodate 700 people, is conducive to hosting seminars, training, workshops, and moving-up ceremonies.

USEP also allows external clients to rent the grounds, which are ideal for sports activities and events like intramurals. Additionally, the Mintal Campus has a gymnasium that serves as another source of income.

In the Tagum-Mabini Campus, the gymnasium, space rentals (such as stores), and agri-based projects contribute to the University's income. These projects include Lakatan, Coconut and Orchard, Corn Seed Production, and Cardava Expansion intercrop with Cacao.

Unfortunately, due to the pandemic in 2021, the commercial stalls and other rental facilities were not utilized, resulting in a net loss of Php 4,560,580.03 for the University. The income statement in Table 38 highlights the impact of the pandemic, with no income generated from the Social Hall, UGCC, Canteen, Hostel, and Dormitory. Despite the financial challenges, the University continued repair and maintenance as well as significant infrastructure development for the UGCC, Hostel, and Dormitory, resulting in expenses related to these income-generating projects.

FOR RENT RESOURCES

In the Obrero campus, external clients may rent school facilities such as the USEP Gymnasium and Cultural Center (UGCC), social hall, hostel rooms, hostel dining/training hall, covered court, and concessions and commercial stalls. These facilities are sometimes utilized by external groups to hold huge events, such as concerts, sports tournaments, religious gatherings, and conferences.

Hostel Rooms and Hostel Dining/Training Halls

Open to all students, faculty, and staff, the hostel rooms in the University also offer transient lodging to outsiders for an affordable rate. There are rooms that can accommodate a maximum of 10 occupants, suitable for groups attending seminars or training programs in the city.

The Training Halls in the hostel are also ideal for conducting conferences, workshops, and other gatherings.



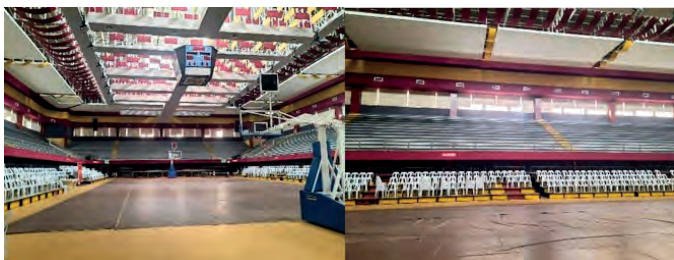


Commercial Stalls

Conveniently located along the main entrance of the University, commercial stalls are rented to small businesses. Among the products and services that they provide and render are printing, photocopying, and bookbinding, food and beverages, and Internet surfing. The Obrero and Tagum-Mabini Campuses have commercial stalls.

UseP Gymnasium and Cultural Center

When it opened in 2012, the UseP Gymnasium and Cultural Center became a popular venue for different events, both for local and national clients.



Social Hall

Designed to accommodate 700 people, the Social Hall is conducive for holding events such as seminars, trainings, workshops, and moving-up ceremonies.



Grounds

UseP also allows external clients to rent the grounds, which is ideal for conducting sports activities and other events such as intramurals.



In Mintal Campus, its gymnasium is also a source of income.

In Tagum-Mabini Campus, the gymnasium, space rentals (i.e. stores), and the agri-based projects such as Lakatan, Coconut and Orchard, Corn Seed Production, and Cardava Expansion intercrop with Cacao projects provide income to the University. However, in 2021 due to the pandemic, the commercial stalls and other facilities that are for rent were not being utilized.

For 2021, the University incurred a net loss of Php 4,560,580.03. Table 39 shows that because of the pandemic there was no income for the Social Hall, University Gymnasium and Cultural Center (UGCC), Canteen, Hostel, and Dormitory. Despite the pandemic, the repair and maintenance as well as significant infrastructure development for UGCC, Hostel, and Dormitory continued which explains the expenses under these income generating projects.

Table 39. Income Statement from Income-Generating Projects in 2021

IGP/Asset	Income	Expense	Profit (Loss) (in Php)
PRODUCTIVE VENTURES:			
Printing Press - Obrero Campus	7,134.00	498,734.11	(491,600.11)
Crop Production - Tagum Campus	5,337,770.57	4,166,887.43	1,170,883.14
Vehicle Pass - Obrero Campus	28,800.00	9,684.80	19,115.20
Mango Sales - Obrero Campus	18,072.25		18,072.25
Subtotal	5,391,776.82	4,675,306.34	716,470.48
RENTS & LEASE OF ASSETS:			
Hostel - Obrero Campus	11,700.00	334,851.74	(323,151.74)
Hostel - Tagum-Mabini	1,000.00	269,843.70	(268,843.70)
Dormitory - Tagum-Mabini Campus	1,168.00	112,487.92	(111,319.92)
Commercial Stalls - Obrero Campus	526,988.32	439,509.82	87,478.50
Commercial Stalls - Tagum-Mabini Campus	109,889.85		109,889.85
Social Hall Rental - Obrero Campus	-	44,854.73	(44,854.73)
Gymnasium Rental - Obrero Campus	-	4,713,212.78	(4,713,212.78)
Gymnasium Rental - Tagum-Mabini Campus	-	159,408.84	(159,408.84)
Canteen Rental - Tagum-Mabini Campus	-	15,108.12	(15,108.12)
Water System Rental - Tagum-Mabini Campus	149,099.50	88,003.88	61,095.62
House Rental - Tagum-Mabini Campus	80,421.00		80,421.00
Subtotal	880,266.67	6,177,281.52	(5,297,014.85)
Others			
Interest Income	22,514.35	2,550.00	19,964.35
Subtotal	22,514.35	2,550.00	19,964.35
NET LOSS	6,294,557.84	10,855,137.87	(4,560,580.03)



SIGNIFICANT EVENTS

Administration/Governance

Conduct of the Campus Peace and Development Forum

The University, through the Office of Student Affairs and Services, has partnered with Tactical Operations Wing Eastern Mindanao and Philippine Air Force Civil-Military Operations Group in the conduct of the Campus Peace and Development Forum held on 5 February 2021.

The Spokesperson of the National Task Force to End Local Communist Armed Conflict (NTF-ELCAC) and Undersecretary of the Presidential Communications Operations Office (PCCO) Lorraine Marie T. Badoy; the Presidential Task Force on Media Security (PTFoMS) and Executive Director Presidential Undersecretary Joel Sy Egco; Media Officer Joy James Saguino; and Sentrong Alvansa ng mga Mamamayan para sa Bayan (SAMBAYANAN) representative Rey Christian Sabado served as speakers of the event.

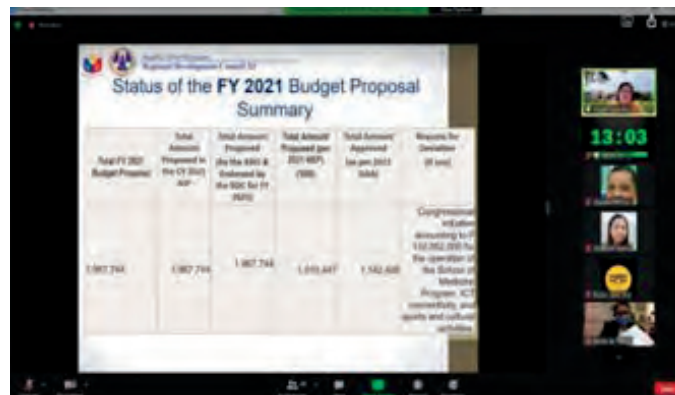


Memorandum of Agreement (MoA) signing for the USEP Land Use Development and Infrastructure Plan (LUDIP)

On 18 February 2021, USEP and the Department of Human Settlements and Urban Development – Region XI (DHSUD XI) signed the Memorandum of Agreement (MoA) for the USEP Land Use Development and Infrastructure Plan (LUDIP).



The University participated in the FY 2022 Budget Proposal on 19 February 2021, conducted by Regional Development Council XI. The activity aims to strengthen the development planning, investment programming, and budgeting linkages, ensuring that the list of Programs, Activities, and Projects (PAPs) in the AROS'/SUCs'/SDAs'/GOCCs' 2022 budget proposals consider those identified in the CY 2022 Davao Region Annual Investment Program (AIP).



The Program Assessment, Certification, and Accreditation Unit (PACAU) under the Quality Assurance Division (QAD) developed the Conduct of Program Quality Assessment Procedure Manual (PM-USep- CPQA). This process refers to a systematic and independent process of evaluating documents and assessing the “readiness” of a program to undergo accreditation. As an assessment, it is designed to facilitate improvements in the preparation, processes, and practices of the program toward attaining its accreditation targets. The PM was approved by the University President last March 2021.

After the MOA Validation and Ceremonial Signing for the Proposed USeP Campus Extension and Research Site last 7 October 2021, the USeP TWG held a Preliminary Preparatory Meeting last 4 November 2021.



Groundbreaking Ceremony of the Technology and Business Incubator Building

The event, led by the USEP President, was held last 14 December 2021. Also in attendance were delegates from the Department of Public Works and Highways (DPWH) and Miguela Corporation, the winning bidder of the project.



AACCUP Online Program Accreditation

The AACCUP Online Program Accreditation was held last 22-26 November 2021. The event was intended to visit seven (7) programs, both for Graduate and Undergraduate, namely: Master of Science in Library and Information Science in Obrero Campus; Master of Science in Forestry, Bachelor of Science in Information Technology, Doctor of Education, and Master of Education in Educational Management in Tagum – Mabini Campus; and Master in Public Administration and Master of Science in Development Communication in Mintal Campus.



Benchmarking Activity of Caraga State University (CSU)

Officials and personnel from Caraga State University (CSU) conducted a benchmarking activity at the USEP School of Medicine (SoM) on 6 December 2021 to learn about the process and preparations in establishing the School of Medicine, including the infrastructure considerations. The CSU sought to obtain technical inputs and draw inspiration from the success of the newly established SoM as they likewise envision establishing CSU College of Medicine.

The CSU team also visited the Obrero Campus on 7 December 2021 to check the University's preparation of Limited Face-to-Face Classes.

The benchmarking activity was concluded with an ocular visit to classrooms, facilities, and laboratories.



Benchmarking Activity of Davao de Oro State College (DDOSC)

The Davao de Oro State College (DDOSC) benchmarked on the USEP Science Laboratory Operations Manual last 29 November 2021.

Policies on the use, safety rules, waste management program, and operational guidelines for equipment of USEP Science laboratories were some of the particular sections of the Manual discussed during the activity.



Benchmarking Activity of Southern Philippines Agri-Business and Maritime and Aquatic School of Technology (SPAMAST)

The Virtual Benchmarking Activity of Southern Philippines Agri-Business and Maritime and Aquatic School of Technology (SPAMAST) on the USEP Gender and Development Office was held last 10 December 2021.

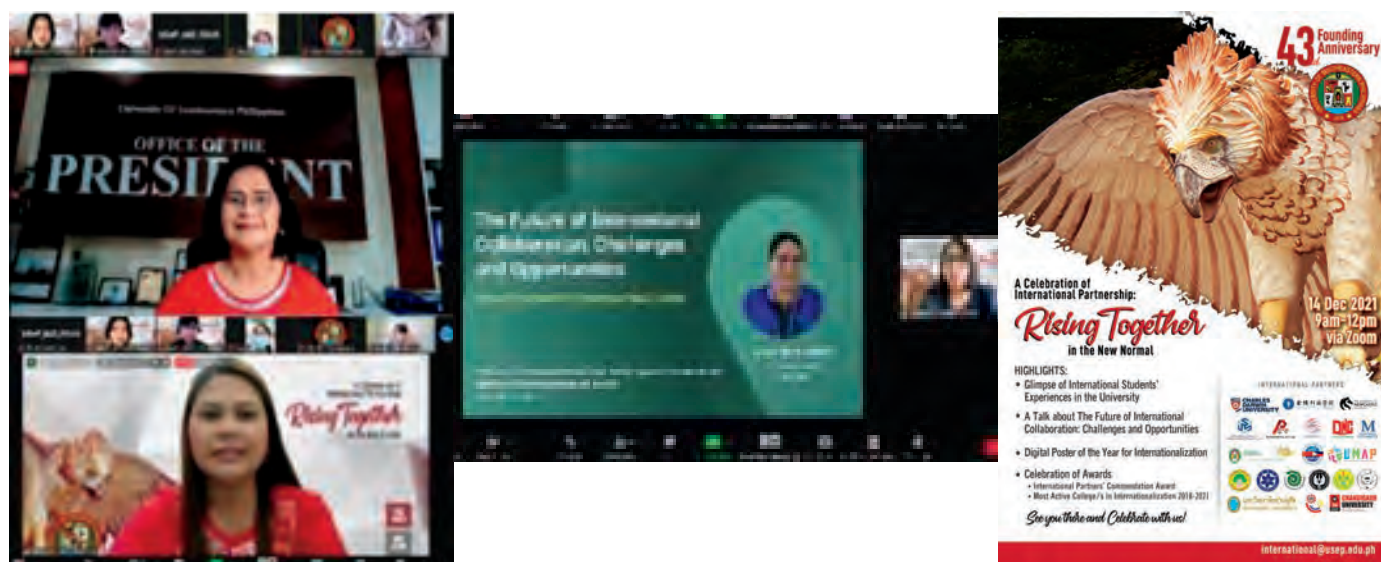
The aim of the said benchmarking was to share the best strategies in planning and implementing GAD-related activities which are relevant in the attainment of the goals of GAD, and the set-up and general operation of the University GAD office.

It can be recalled that USEP was awarded as champion during the 2021 Gender and Development (GAD) Summit of HEIs in the Davao Region last 22 January 2021.



A Celebration of International Partnership: Rising Together in the New Normal

The International Affairs Division of the University organized an event last 14 December 2021, with the theme "A Celebration of International Partnerships: Rising Together in the New Normal," to commemorate the University's 43rd year of providing dependable, trustworthy, and high-quality education service to students in the region and beyond. One of the highlights of this celebration was the distribution of the Certificate of Commendation to our International Partners.



International Affairs

To further strengthen the international linkages of the University, the International Affairs Division (IAD) conducted several activities and meetings, and signed several MoA and MoU, together with International Universities that are in partnership with the University. The following are the activities conducted by IAD:

- **Virtual Tour** - an international linkage and academic cooperation between the University of Southeastern Philippines (USEP) and Sakon Nakhon Rajabhat University (SNRU). The virtual tour was successfully conducted on 12 December 2020.
- **Magic 7+ MoU and CHED-IKSM MoA** - this MOU is a consortium of seven (7) state universities (Benguet State University, Central Luzon State University Central Mindanao State University, Don Mariano Marcos Memorial State University, Mariano Marcos State University, Mountain Province State Polytechnic College, and University of Southeastern Philippines) known as Magic 7+ who will collaborate in the implementation of complementary and academic research undertakings that maximize the strength of each university in the attainment of common interest that promotes academic excellence, relevant and innovative research and responsive extension and development technologies.
- **Mandarin Training Program Offered by AFEP** - AFEP offers a free virtual Mandarin Training Program for our students. The training was launched last 27 February 2021. There are 74 students who participated in the training from the College of Development Management (CDM), College of Teacher Education and Technology (CTET), and College of Education (CEd).
- **Invitation from SNRU re Research Conference** - SNRU sent an invite to USEP to be the partner host University for the Research Conference, conducted on 10 March 2021.
- **Meeting with Tan Trao University, Vietnam** - this meeting discussed future activities such as organizing webinars for students, faculty, and staff (USEP and Tan Trao University).
- **Initial Meeting with Mr. Meneses**, a representative from China Philippines International Student Service Center Corporation (CPISSCC) - the meeting was about the proposed partnership between USEP and CPISSCC.
- **Meeting with Chandigarh University, India** - the meeting was about the proposed International Webinar via Zoom with the aim of sharing best practices and initiating a multi-cultural discussion on Language Teaching in light of the New Normal and Management in Early Childhood.

MOU Virtual Signing between PhilCanEDUCON Magic 7 and University of Saskatchewan

In celebration of the National Higher Education Day and 27th Founding Anniversary of the Philippine Commission on Higher Education (USEP was invited to the MOU Virtual Signing between Magic 7 and the University of Saskatchewan last 19 May 2021. Collaborations, success stories, and a commitment to project implementation were all featured at this event. The USEP is among the seven universities in the country that established the Magic 7 Consortium. The member universities, through the Consortium, have agreed to partner with international entities (like the Embassy of Canada) for projects in Agriculture, Indigenous Studies, Climate Change, and Food Security.



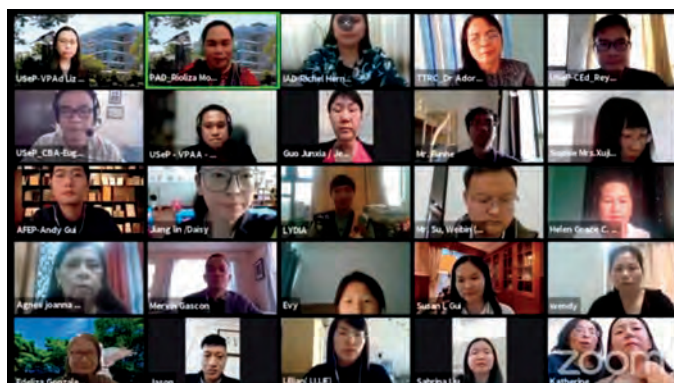
ACT-IHE with British Council

In preparation of the ACT IHE (Access and Competitiveness through Internationalisation of Higher Education Project Launch, USEP was invited last 19 May 2021 by the British Council to attend the awarding ceremony for the Council's HEI partners. The University received the Certificate of Partnership for USEP Tagum Mabini campus for being chosen as a grantee recipient of the ACT IHE project. USEP was also chosen to partner with the British Council under the category English medium Education Teacher Training. The event was conducted through Zoom and shared through a Facebook Live on CHED's Facebook Page. This project will last for the next three 3 years starting from January 2021 to December 2023. Particularly, it has a goal to widen the access of Filipino universities to quality education and to build competitiveness by strengthening their capacity on internalization. At the present, there are three 3 grantees coming from Tagum Mabini Campus who passed the English Proficiency Examination.



Signing of Memorandum of Agreement (MoA) signing between USEP and PhilippineCJC Association for Friendship and Education Promotion (AFEP)

A signing of Memorandum of Agreement (MoA) between the University and the Philippine CJC Association for Friendship and Education Promotion (AFEP) was held last 30 April 2021, via Zoom platform. This partnership aims to realize the goal of promoting friendly education, mutual benefit, and win-win cooperation.



USEP as Vaccination Site for ResBAKUNA Program

The City Government of Davao through the Davao City Vaccine Cluster, in partnership with the University of Southeastern Philippines, initiated the vaccination operation at the USEP -Obrero Campus on 22 and 23 April 2021. The vaccination catered to remaining recipients belonging to priority eligible groups A1.5 to A1.7, with a targeted 200 vaccinees.



Academic Affairs

USEP 42nd Commencement Exercises

The 42nd commencement exercises of the University of Southeastern Philippines for both Undergraduate and Graduate Programs, across campuses, was held on November 12, 2021, via Facebook Live.

The event was graced with inspirational messages from the Philippine President, H.E. Pres. Rodrigo R. Duterte; CHED Chairman, Dr. Prospero “Popoy” E. De Vera III; and Senator Christopher Lawrence “Bong” Go and CHED Commissioner and USEP BOR Chair, Dr. Aldrin A. Darilag as Guest Speakers.



Launching of the USEP CDM MCPS Futures Literacy Laboratory

The launching of the USEP CDM MCPS Futures Literacy Laboratory was conducted on 20 May 2021. The Laboratory aims to take the lead in the College's innovation in curriculum and processes with integration of futures thinking competencies and strategic foresight.



Leaders in Education and Advocacy Program (LEAP) Webinar Series

The University of Southeastern Philippines – Pamulaan Center for Indigenous Peoples Education in partnership with the Education Program of Assisi Development Foundation, hosted the Leaders in Education and Advocacy Program (LEAP) Webinar Series with the overarching theme “Sustaining Initiatives in Promoting Culturally-Relevant and Responsive Spaces for Learning for Indigenous Peoples during the Pandemic and Beyond”. The series of events were conducted via Zoom and FB Live in all Saturdays of May 2021.



A Celebration of Commitment to the College Education Behind Bars (CEBB)

The University commemorated its journey and partnership with the Bureau of Jail Management and Penology (BJMP) and the Social Entrepreneurship Technology and Business Institute (SETBI), Inc. in assisting persons deprived of liberty in re-entering society through transformative education dubbed as 'College Education Behind Bars' last 14 December 2021. This event was part of the University's 43rd Founding Anniversary.

It is noteworthy that the collaboration among USEP, BJMP, and SETBI, Inc. to launch the College Education Behind Bars in June 2017 was the first of its kind in the Philippines and possibly in Asia.



Unveiling and Ribbon Cutting Ceremony for the School of Medicine

The Unveiling and Ribbon Cutting ceremony was held last 16 October 2021. The said activity was attended by University officials led by Dr. Lourdes C. Generalao, Commission on Higher Education (CHED) Chair J. Prospero E. De Vera III, Commissioner Aldrin A. Darilag, and Atty. Ryan L. Estevez.



Enrollees of the Pamulaan Center for Indigenous Peoples Education (PCIPE)

For SY 2020-2021, the PCIPE has 33 third-year students taking up Bachelor of Science in Development Anthropology (BSDA); 29 second-year students enrolled in Bachelor of Science in Agricultural Business (BSAB); 16 first-year students under Bachelor of Elementary Education (BEED); and 18 first-year students taking up Bachelor of Science in Entrepreneurship.

Final reading of the 2021 University Student Government Constitution

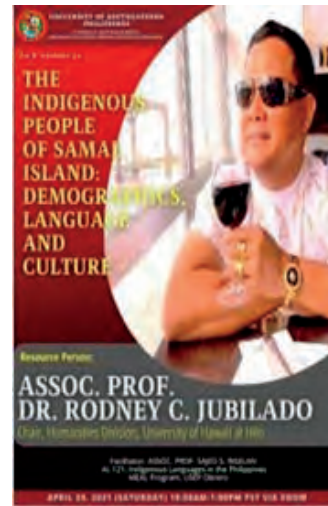
The USEP Supreme Student Government (SSG) Congressional and Sectoral Representatives passed the proposed constitution, as it underwent the 3rd and final reading on 27 August 2021



Research, Development and Extension

E-lecture on Indigenous Language in the Philippines

An E-lecture on Indigenous Language in the Philippines was initiated by the College of Arts and Sciences last 24 April 2021, in partnership with the Humanities Division of the University of Hawaii at Hilo. Assoc. Prof. Dr. Rodney C. Jubilado, Chair of the department and a UseP AB English alumnus delivered a lecture for faculty and students in UseP. Assoc. Prof. Dr. Aurelio Solver Agcaoili of the University of Hawaii at Manoa also delivered another e-lecture on Philippine Indigenous Communities.



Opening of AMIA Model Farm

The ACT for AMIA, a partnership initiative between the University and the Department of Agriculture, is an agricultural project which aims to strengthen the competitiveness of agri-fisheries cooperatives in Region II. As one of the culminating activities for the ACT for AMIA Project, the AMIA Model Farm in Barangay Suawan was officially opened on 22 February 2021. Representatives from the Department of Agriculture – RFO II and City Agriculturist Office were invited as partner agencies for the project. In addition, representatives from the barangay local council of Suawan, Tamugan and Magsaysay; members of the AGUILA Farmers Association; the University President and the Vice President for RDE; representatives from the DOST-PAG-ASA; and Congressman Ungab attended the undertaking.



Publication of the Southeastern Philippines Journal of Research and Development (SPJRD), Volume 26, Number 2

The Publication Unit published the SPJRD, Volume 26, Number 2, with seven (7) articles. These articles were contributed by international scholars from Japan (2 submissions) and USA, and local authors from MSU-IIT, Western Mindanao State University, and UseP (2 submissions).

First-ever Virtual Cluster Farms and Industry Encounters through Science and Technology Agenda (FIESTA)

The Southern Mindanao Agriculture Aquatic and Natural Resources Research and Development Consortium (SMAARRDEC), in collaboration with the Visayas Consortium for Agriculture Aquatic and Natural Resources Program (ViCARP) and the SOCCSKSARGEN Agriculture, Aquatic and Natural Resources Research and Development Consortium (SOXAARRDEC), opened the first-ever Virtual Cluster Farms and Industry Encounters through Science and Technology Agenda (FIESTA) last 3 December 2021. Themed, "Sustainable, Well-Enhanced, and Efficient Technologies (SWEET) on Mangoes," the FIESTA aimed to spotlight the mango, a high-value commercial crop in providing livelihood to farmers in the country, in the industry and the adoption and commercialization of Science and Technology (S&T) projects that helped increase mango production in the country.



Conduct of 34th Uniwide Research, Development, and Extension In-house Review

The University of Southeastern Philippines held its 34th Uniwide Research, Development and Extension In-house Review on Sustainable Agriculture, Aquatic and Natural Resources, last 20 August 2021 via Zoom.



APPENDICES

The USeP Board of Regents
The Officials of the University
Organizational Structure
List of Academic Programs per Campus
Memorandum of Agreement/Understanding
List of Campus Organizations

The USeP Board of Regents

As of June 2021

HON. ALDRIN A. DARILAG
Commissioner, Commission on Higher Education
Chairperson, Board of Regents

HON. LOURDES C. GENERALAO
President, University of Southeastern Philippines
Vice Chair, Board of Regents

HON. EMMANUEL JOEL J. VILLANUEVA
Chairman, Senate Committee on Higher and
Technical and Vocational Education (CHTVE)
Member, Board of Regents

Representative:
ATTY. MANASES REYES CARPIO

HON. MARK O. GO
Chairperson, Committee on Higher and Technical
Education (CHTE)
Member, Board of Regents

Representative:
ATTY. ELIJAH MANUEL Z. PEPITO

HON. MARIA LOURDES D. LIM
Regional Director, NEDA XI
Member, Board of Regents

HON. ANTHONY C. SALES
Regional Director, DOST XI
Member, Board of Regents

HON. ARISTEO C. SALAPA
President, USeP Faculty Federation Association
(USePFFed)
Member, Board of Regents

HON. ARMAN A. CAPIN
President, USeP Alumni Association
Member, Board of Regents

HON. ANTONIO T. DELA CRUZ
Private Sector Representative
Member, Board of Regents

HON. FIDEL M. VALDEZ, JR.
Private Sector Representative
Member, Board of Regents

DR. JOAN D. GERVACIO
Secretary of the University
Secretary to the Board of Regents

University Officials

As of November 2021

OFFICE OF THE PRESIDENT

1. DR. LOURDES C. GENERALAO	University President
2. DR. SHIRLEY S. VILLANUEVA	VP for Research and Development, and Extension
3. MS. MA. LUISA B. FAUNILLAN	VP for Administration
4. DR. BONIFACIO G. GABALES, JR.	VP for Academic Affairs
5. DR. TAMARA CHER R. MERCADO	VP for Planning and Quality Assurance
6. DR. CESAR A. LIMBAGA, JR.	Chancellor, Tagum-Mabini Campus
7. DR. JOAN D. GERVACIO	Secretary of the University/Board Secretary
8. MS. MELANIE C. PAGKALIWAGAN	Executive Assistant IV

CAMPUS/ COLLEGE / SCHOOL DEANS

9. DR. REYNALDO M. NOGODULA	Dean, College of Education
10. DR. ANA P. OCENAR	Dean, College of Arts and Sciences
11. DR. GILBERT M. GORDO	Dean, College of Business Administration
12. DR. ALMA MAE G. SALINAS	OIC, College of Technology
13. DR. CHRISTOPHER C. GONZALES	Dean, College of Engineering
14. DR. RANDY S. GAMBOA	Dean, College of Information and Computing
15. DR. GILBERT A. IMPORTANTE	Dean, College of Applied Economics
16. DR. EULALIO C. PATAYON	OIC, College of Development Management (Mintal Campus)
17. DR. GENNA J. CARMELO	Dean, College of Teacher Education and Technology
18. DR. ROGER C. MONTEPIO	Dean, College of Agriculture and Related Sciences
19. ATTY. JESUS A. VILLARDO, III	Dean, School of Law
20. DR. EVEYTH P. DELIGERO	Dean, Advanced Studies
21. DR. MELINDA C. TAGLE	Dean, School of Medicine
22. ATTY. ARLENE L. COSAPE	Dean, School of Law

University Officials

As of November 2021

DIRECTORS/OFFICE HEAD	
23. ATTY. JESUS A. VILLARDO, III	Director, Office of Legal Affairs
24. MS. EMALYN D. BAÑANOLA	Unit Head, Internal Control Unit
25. DR. MERVIN G. GASCON	Director, International Affairs Division
26. ASSOC. PROF. RIOLIZA B. MOLINA	Director, Public Affairs Division
27. DR. JENEIFER C. NUEVA	Director, Curriculum and Instruction Office
28. DR. JOSE ALTHER M. RIVERA	Director, Office of the Student Affairs and Services
29. DR. MAUREEN M. VILLAMOR	Director, Office of the University Registrar
30. DR. MAYCHELLE M. NUGAS	Director of Libraries, University Library Resource Center
31. DR. JENNIFER M. ARBIOL	Director, University Assessment and Guidance Center
32. DR. MARY ANN C. CACANANTA	Director, Career and Alumni Center
33. DR. MARY GRACE Z. AGBAS	Director, Pamulaan Center for Indigenous People's Education
34. ASSOC. PROF. RIOLIZA B. MOLINA	Gender and Development (GAD) Coordinator/Focal Person
35. MS. ABIGAIL M. FERNANDEZ	Director, Finance Division
36. DR. EDELIZA S. GONZALES	Director, Human Resource Management Division
37. DR. KRISTI ANN J. CABONITA	Director, Health Services Division
38. DR. REYNILO D. GARCIA	Director, Administrative Services Division
39. ARCH. ERICSON P. EUROPA	Director, Physical Development Division
40. MS. RHINNA N. SAAN	Director, Resource Management Division
41. DR. DAISY T. BESING	Director, Institutional Planning Division
42. DR. ARIEL ROY L. REYES	Director, Systems and Data Management Division
43. MR. HENRY C. ENCABO	Director, Quality Assurance Division
44. DR. ELEONOR T. GUDEN	Director, Research Division
45. DR. ROBY V. PAGONG	Director, Extension Division
46. ENGR. FILMANN T. SIMPAO	Director, Knowledge Technology Transfer Division
47. CRISTINA E. DUMDUMAYA	Director, Performance Management, Monitoring, and Evaluation Division

**CERTIFIED TRUE COPY
FROM THE DOCUMENT ON FILE**

ROBERT C. SATORRE
University Records Officer

Robert C. Satorre
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University of South Florida
Tallahassee, FL 32306-8000
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List of Academic Program Offerings

S.Y. 2021-2022

OBRERO CAMPUS

COLLEGE OF ARTS AND SCIENCES

Undergraduate Programs

- Bachelor of Science in Mathematics
- Bachelor of Science in Statistics
- Bachelor of Arts in Literature and Cultural Studies
- Bachelor of Arts in English Language
Major in *Applied Linguistics*
- Bachelor of Science in Biology, specializing in
 - *Animal Biology*
 - *Plant Biology*

Graduate Programs

- Master of Science in Biology
- Master of Science in Applied Mathematics
- Master of English in Applied Linguistics
- Master of Arts in Literature

COLLEGE OF EDUCATION

Undergraduate Programs

- Bachelor of Elementary Education
- Bachelor of Early Childhood Education
- Bachelor of Special Needs Education
- Bachelor of Physical Education
- Bachelor of Technology and Livelihood Education major in Home Economics
- Bachelor of Secondary Education (BSEd), major in:
 - Science
 - English
 - Mathematics
- Bachelor of Technical-Vocational Teacher Education (BTVTE), major in:
 - Automotive Technology
 - Civil Construction Technology
 - Computer Systems Servicing
 - Electronics Technology
 - Electrical Technology
 - Mechanical Technology
 - Heating, Ventilation, Refrigeration, and Air-conditioning Technology

Graduate Programs

- Master of Education major in:
 - Educational Management
 - Early Childhood Education
 - Guidance and Counseling
 - Alternative Learning Systems
 - Language Teaching major in English
 - Special Education
 - Stream:
 - Hearing Impairment
 - Intellectual Disability

- Doctor of Education major in Educational Management

COLLEGE OF ENGINEERING

Undergraduate Programs

- Bachelor of Science in Civil Engineering
 - Transportation Engineering
 - Geotechnical Engineering
 - Structural Engineering
- Bachelor of Science in Electronics Engineering
- Bachelor of Science in Electrical Engineering
- Bachelor of Science in Mechanical Engineering
- Bachelor of Science in Geodetic Engineering
- Bachelor of Science in Geology
- Bachelor of Science in Mining Engineering
- Bachelor of Science in Sanitary Engineering

Graduate Programs

- Master of Engineering Program, major in
 - Civil Engineering
 - Electronics and Communications Engineering
 - Electrical Engineering
 - Mechanical Engineering

COLLEGE OF INFORMATION AND COMPUTING

Undergraduate Programs

- Bachelor of Science in Computer Science, specializing in Data Science
- Bachelor of Science in Information Technology, specializing in
 - Information Security
 - Business Technology Management
- Bachelor of Library and Information Science

Graduate Programs

- Master in Information Technology
- Master of Science in Library Information Science
- Doctor in Information Technology

COLLEGE OF BUSINESS ADMINISTRATION

Undergraduate Programs

- Bachelor of Science in Business Administration, specializing in Financial Management
- Bachelor of Science in Entrepreneurship
- Bachelor of Science in Hospitality Management, specializing in:
 - Hotel Administration
 - Culinary Arts Management
- Bachelor of Science in Accountancy

Graduate Programs

- Doctor of Philosophy, major in:
 - Organization Studies
 - Business Administration
- Master of Business Administration, major in:
 - Corporate Management
 - Enterprise Management
 - Agribusiness Management
 - Cooperative Management
 - Hospitality Management
 - State Enterprise Management
- e-Master of Business Administration major in Enterprise Development

COLLEGE OF APPLIED ECONOMICS

Undergraduate Programs

- Bachelor of Science in Economics, specializing in
 - Development Economics
 - Monetary and Financial Economics
 - Resource and Environmental Economics

Graduate Programs

- Master of Science in Economics
- Master of Science in Econometrics

COLLEGE OF TECHNOLOGY

Undergraduate Programs

- Bachelor of Science in Industrial Technology, major in:
 - Automotive Technology
 - Electrical Technology
 - Electronics Technology
 - Mechanical Technology

Graduate Programs

- Master of Industrial Technology, major in:
 - Automotive Technology
 - Electrical Technology
 - Electronics Technology
 - Mechanical Technology
- Master of Technology Education, major in:
 - Automotive/Mechanical/ Refrigeration and Air-conditioning Technology
 - Computer/Electrical/ Electronics Technology

SCHOOL OF LAW

- Juris Doctor Program

MINTAL CAMPUS

COLLEGE OF DEVELOPMENT MANAGEMENT

Undergraduate Programs

- Bachelor of Science in Agricultural Economics
- Bachelor of Science in Agricultural Business
- Bachelor of Science in Community Development
- Bachelor of Public Administration
- Bachelor of Science in Development Anthropology

Graduate Programs

- Master of Business Administration major in Agricultural Business Management
- Doctor of Philosophy, major in:
 - Development Administration
 - Development Research Administration
 - Public Administration
 - Urban and Regional Development Administration
- Master of Public Administration, major in:
 - Organization Studies
 - Public Fiscal Administration
 - Public Policy and Program Administration
 - Local Governance and Administration
 - Public Safety Administration
- Master of Science in Development Administration, major in:
 - Sustainable Development Administration
 - Urban and Environmental Planning
 - Crisis and Disaster Risk Management
- Master of Science in Development Communication

TAGUM-MABINI CAMPUS

COLLEGE OF TEACHER EDUCATION AND TECHNOLOGY

Undergraduate Programs

- Bachelor of Elementary Education
- Bachelor of Special Needs Education
- Bachelor of Early Childhood Education
- Bachelor of Secondary Education, major in:
 - Mathematics
 - English
 - Filipino
- Bachelor of Science in Information Technology, specializing in Information Security
- Bachelor of Technical-Vocational Teacher Education, major in:
 - Agricultural Crops Technology
 - Animal Production

Graduate Programs

- Doctor of Education major in Educational Management
- Master of Education major in Educational Management
- Master of Education in Language Teaching major in English

COLLEGE OF AGRICULTURE AND RELATED SCIENCES

Undergraduate Programs

- Bachelor of Science in Agricultural and Biosystems Engineering, major in:
 - AB Land and Water Resources Engineering
 - AB Machinery and Power Engineering
 - AB Process Engineering
 - AB Structures and Environment Engineering
- Bachelor of Science in Forestry

Graduate Programs

- Doctor of Philosophy in Horticulture
- Master of Science in Agriculture Engineering
 - Major in Land and Water Resources Engineering and Technology
- Master of Science in Forestry
 - Major in Forest Resource Management
- Master of Science in Agriculture, major in:
 - Agronomy
 - Animal Science
 - Horticulture
 - Crop Protection
 - Soil Science
- Master of Extension Education
- Master of Science in Environment Resource Management

SCHOOL OF MEDICINE

- Doctor of Medicine

Memorandum of Agreement/Understanding

2021

	INTERNATIONAL
	NATIONAL
	LOCAL

MEMORANDUM OF AGREEMENT
Memorandum of Agreement on Promoting Food Resiliency in Partnership with State Universities and Colleges: DARRDEN Collaborative Project
Memorandum of Agreement between the University of Southeastern Philippines and the Department of Public Works and Highways (DPWH) Regional Office XI (RO) on the Funding for the Increase in the Carrying Capacity of the School of Medicine
Memorandum of Agreement between the Department of Agriculture-Regional Field Office XI (DA-RFO XI) and the University of Southeastern Philippines (USEP) on Research and Development Program for the Management of Banana Fusarium Wilt in Davao Region
Memorandum of Agreement between the University of Southeastern Philippines and Schools Division Office – Davao City re Project BRAVED
Memorandum of Agreement on Partnership of KTTD-TBI with Cloudline Technologies, Inc. as Industry Partner
Memorandum of Agreement on the Conduct of Feasibility Study, Formulation of Project Development, and Institutional Development Plans for the Establishment of the Davao City Community College of Davao
Memorandum of Agreement on Shared Service Facilities (SSF) Project on Enhancement of the Fabrication Laboratory (FABLAB)
Memorandum of Agreement on Assessment of Ecological Communities and Physicochemical Conditions Inside Matanao Caves
Memorandum of Agreement on Program SHIELD: Repositioning Instructional Triad towards Responsive and Transformative BARMM HEIs (with Sulu State College)
Memorandum of Agreement between the Commission on Higher Education Regional Office XI and the University of Southeastern Philippines in Providing Financial Assistance to Qualified and Deserving Students
Memorandum of Agreement on the Deployment of Pre-Service Teachers for Field Study and Teaching Internship in Region XI School Divisions
Memorandum of Agreement on the Regional Seminar-Workshop on Contextualizing Assessment Across All Learning Areas
Memorandum of Agreement on the Regional Seminar-Workshop on Contextualizing Assessment Across All Learning Areas
Memorandum of Agreement on KaBULIG (Kalambuan sa BACASIFIA on Upscaling Livelihood Integrated Growth)
Memorandum of Agreement on Pest and Disease Incidence and Severity in Falcata Plantations in Mindanao
Memorandum of Agreement on "Inter-consortia Convergence in Socio-Economics R&D: Institutionalization of the Socio-Economics Research and Data Analytics Centers"
Memorandum of Agreement on Implementation of National Cooperative Test for Special Purpose Rice (NCT-SP)
Memorandum of Agreement on Implementation of National Cooperative Test for Special Purpose Rice (NCT-SP)
Memorandum of Agreement on Infrastructure-Soil Interaction and Land-Usage Assessment for New Developments or (ISLAND) Project under the Program Building Research and Innovation Developmental Goals for Engineering SUCs (BRIDGES)
Memorandum of Agreement between the University of Southeastern Philippines (USEP) and the Development Academy of the Philippines (DAP)
Memorandum of Agreement on Partnership of KTTD-TBI with Packetworx as Industry Partner

Memorandum of Agreement on Assessment and Evaluation of the Capabilities and Resources of the Local Government Units (LGUs) in the Province of Davao Del Norte in Providing Agriculture and Fisheries Extension Services under the Flagship Project Province-led Agriculture and Fisheries Extension System (PAFES)
Memorandum of Agreement on ChiciOT: An IOT-Based Smart Poultry Building Environment and Growth and Health Status Monitoring and Modelling
Memorandum of Agreement on Blockchain-Based Novel System/Application for Transparent Traceability of Halal-and-Tayeb Cacao Products
Memorandum of Agreement on TRUE IMPACT: Technology and Research of USEP Enhanced through IMPACT
Memorandum of Agreement between the Commission on Higher Education and the University of Southeastern Philippines on Project FLEET: Flexible Learning Empowerment through Educational Technology
Memorandum of Agreement on 'Near-realtime Monitoring of Banana Nutritional Status and Yield Forecasting using Airborne Multispectral Imaging
Memorandum of Agreement for the implementation of the extension program/project titled, "Helper-Educators Assemble to save Lives (HEAL) Philippines"
Memorandum of Agreement between the Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD) and the University of Southeastern Philippines (USEP) for the project title 'Virtual Cluster Farms and Industry Encounters through S&T Agenda (FIESTA) on Mango'
Memorandum of Agreement between the Gokongwei Brothers Foundation, Inc. and University of Southeastern Philippines (USEP) regarding the GBF Teachstem College and Master's Scholarship Program
Memorandum of Agreement between the Commission on Higher Education (CHED) and University of Southeastern Philippines for the IDIG Grant to USEP School of Medicine for the Project: Procurement of Technical and Scientific Equipment for USEP's School of Medicine
Memorandum of Agreement on Pest and Disease Incidence and Severity in Falcata Plantations in Mindanao
Memorandum of Agreement on "Inter-consortia Convergence in Socio-Economics R&D: Institutionalization of the Socio-Economics Research and Data Analytics Centers"
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Memorandum of Agreement between the University of Southeastern Philippines (USEP) and the Development Academy of the Philippines (DAP)

MEMORANDUM OF UNDERSTANDING
Memorandum of Understanding on Innovation for Business Recovery (IBR) Plan Project
Memorandum of Understanding re Mindanao Genomics Consortium
Memorandum of Understanding on the Establishment of FAB LABs Network in the Philippines
Memorandum of Understanding on the Establishment of FAB LABs Network in the Philippines

List of Campus Organizations for AY 2020-2021

ACADEMIC CLUSTER

- Association of Biology Students
- Association of Early Childhood Education Students
- Association of Electronics Engineering Students
- Applied Economics Society
- Association of Geology Students
- Civil Engineering Students Association
- Computer Science Society
- Federation of Education for Technical Vocational Students
- Financial Management Students Society
- Geodetic Engineering Students Society
- Guild of English Major Students
- Guild of Livelihood and Technology Students
- Guild of Sanitary Engineering Students
- Guild of Young Information Specialists
- League of Entrepreneurship Students
- Mathematics Educators Society
- Mining Engineering Students Society
- Student Association of Mechanical Engineering
- Society of Elementary Education Students
- Society of Electrical Engineering Students
- Society of Information Technology Students
- Science Majors Society
- United Special Education Students
- United School Physical Education Majors
- United Statistics Students Organization
- USEP – Handurawan
- Young Chefs and Hoteliers Society
- Young Marketers Society

SOCIO-CIVIC CLUSTER

- Civitan Club International – USEP
- DOST-SEI Alliance of Agham Scholars
- Friends of the Philippine Eagle
- International Youth Fellowship-Tomorrow Leaders
- Organization of Second District Scholars
- Paragon
- University Emergency Management Team
- USEP College Red Cross Youth Council
- Yanong Agila

CAMPUS MINISTRY CLUSTER

- Agape Campus Ministry
- Basic Ecclesial Community
- Catholic Faith Defenders
- Philippine Student Alliance Lay Movement
- The Overcomers
- USEP CRU
- Wow Generation Youth Ministry
- Young Flames for Jesus
- Youth for Christ
- Youth to the Nations

ARTS CLUSTER

- Effigies
- LIKHA Productions

SPORTS CLUSTER

- University Student Athlete Organization

Source: Office of Student Affairs and Services

Prepared by the
Office of the Executive Assistant
*in collaboration with the various
academic and administrative
units in the University*

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