



UNIVERSITY OF
SOUTHEASTERN
PHILIPPINES



Annual Report

OBRERO · MINTAL · TAGUM-MABINI · MALABOG



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2023

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A portrait of a man in a dark suit, white shirt, and a striped tie, smiling. He is positioned on the left side of the page. The background is a warm, orange-toned collage featuring the University of the Philippines seal and the text 'University of the Philippines' and 'Appines'.

THE PRESIDENT'S MESSAGE

Warm greetings to the USeP community and our valued stakeholders!

It is with great honor that we present the 2023 Annual Report, which encapsulates all our achievements for this year. Once again, we have successfully completed another remarkable year through our collective efforts.

I would like to recognize our immediate past president, Dr. Lourdes C. Generalao, who led the University from November 12, 2015, to November 11, 2023. Under her leadership, our University thrived as a premier research University. As I assume the role of your President, I vow to continue building on what we have accomplished to ensure that USeP becomes a future-ready university.

We have come so far, and I believe that our University holds immense potential to achieve even more in providing quality education to Filipino youth.

Our students remain at the heart of everything we do. As we turn the page to a new chapter in our University's history, let us continue to uphold our shared commitment to building dreams without limits.

The pages of this Annual Report capture the dedication and hard work of our students, faculty, staff, and partners throughout 2023. From groundbreaking research initiatives and academic achievements to community engagement and global collaborations, these accomplishments are the embodiment of our plans.

A portrait of Bonifacio G. Gabales, Jr., Ph.D., a man with dark hair, wearing a dark suit, white shirt, and a striped tie. He is smiling and looking towards the camera. The background is a warm, orange-toned image of a building facade.

THE PRESIDENT'S MESSAGE

The African proverb, "If you want to go fast, go alone. If you want to go far, go together," resonates deeply with the importance of collaboration and collective effort in achieving lasting success. For a diverse community like USeP, this wisdom is relevant to the milestones we achieved in 2023. Our progress—spanning transformative research, academic excellence, and community impact—was not the result of individual pursuits but a testament to the shared vision and commitment of our students, faculty, staff, and partners.

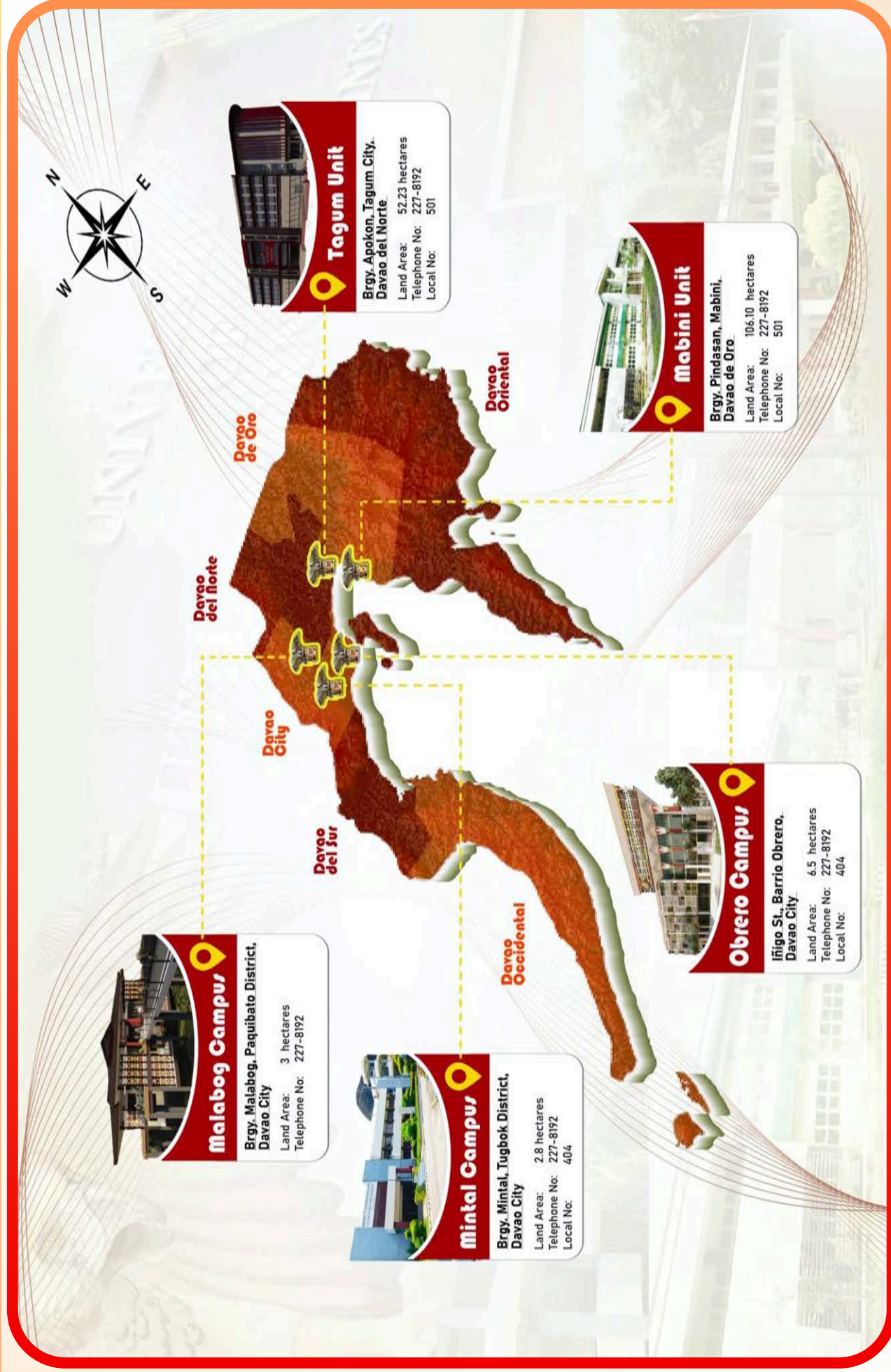
While individual actions may spark immediate outcomes, our unity, cooperation, and mutual support will sustain our momentum and help us reach greater heights. This year's achievements remind us that together, we can overcome challenges, seize opportunities, and build a future-ready university rooted in shared purpose.

Rest assured, under the new Administration, we will proactively address pressing challenges across our core functions: instruction, research, extension, and production. I am excited about the years ahead and look forward to your continued support for our initiatives, as our hearts remain dedicated to the general welfare of our USeP community.

On behalf of the University, I thank you for your continued support. May this report fill you with pride in our accomplishments and inspire us all to strive for greater heights and drive our mission forward.

BONIFACIO G. GABALES, JR., Ph.D.
SUC President IV

LOCATION OF USEP CAMPUSES



EXECUTIVE SUMMARY

PROFILE AND STATISTICS

The University of Southeastern Philippines (USEP), per the approved General Appropriations Act (GAA) for 2023, acquired an allotment amounting to P648,640,987.00 with obligations reaching P637,230,233.88. This funding covers expenses for Personnel Services, Maintenance and Other Operating Expenses (MOOE), and Capital Outlay.

The University has recorded a total of 10,101 enrollees for the second semester of A.Y. 2022-2023, 2,794 enrollees for the Off-semester of 2023, and 11,375 enrollees for the first semester of A.Y. 2023-2024. Among them are 33 IP students of Pamulaan Center for IP Education (PCIPE), with 17 enrolled under the BS Entrepreneurship program and 16 in the Bachelor of Elementary Education program in the College of Development Management.

By December 2023, the University offered a total of 45 undergraduate and 34 graduate programs spread across its four physical campuses. Of the 45 undergraduate academic programs, 31 are with CHED Notation, 36 have a Certificate of Program Compliance, and out of 34 graduate academic programs, 5 have a Certificate of Program Compliance (COPC). It is also worth mentioning that by the end of 2023, 7 programs are waiting for the release of COPC.



GAA

P648,640,987

UNDERGRADUATE
PROGRAMS OFFERED

45



GRADUATE
PROGRAMS OFFERED

45



Second Semester
of A.Y. 2022-2023

10,101

Off-semester of
2023 2,794

2,794

First Semester of
A.Y. 2023-2024

11,375

NUMBER OF
PROGRAMS
WITH COPC

41

IP STUDENTS

33



NUMBER OF
PROGRAMS
AWAITING
RELEASE OF
COPC

7

OBLIGATION
P637,230,233.88

EXECUTIVE SUMMARY

AWARDS AND RECOGNITIONS

The University has garnered several institutional recognitions, including the PRIME-HRM Bronze Award bestowed upon USEP by the Civil Service Commission Regional Office XI (CSCRO-XI). Furthermore, USEP College Education Behind Bars (CEBB) has secured the 2022 DREAPIM Outstanding Government Program/Project Award for its exemplary implementation of programs/projects supporting the development thrusts and priorities of Davao Region.

In addition, PEACE 911 has recognized USEP's significant contribution to peace-building, particularly in leading the establishment of the USEP-Malabog Extension Campus (MEC) in the Paquibato District. Additionally, USEP has been honored with two prestigious awards at the Internationalization Champions of Nation-Building and Sustainability (ICONS) Awards 2023, organized by the Commission on Higher Education-International Affairs Service (CHED-IAS).

USEP has also been granted the Certificate of Compliance from the FOI-PMO, affirming its full compliance with the 2022 Enhanced FOI Requirements. Moreover, USEP has become one of four CDIO collaborators in the country and has clinched two awards in PSA's Statistical Advocacy Activities.

The University has been deemed eligible for the Fiscal Year (FY) 2021 Performance-Based Bonus (PBB) grant, having met the criteria and conditions outlined in Section 4.0 of the AO25 Inter-Agency Task Force Memorandum Circular No. 2021-1. USEP received a score of 90 out of 100, thus satisfying the criteria and conditions for the grant. The University has been consistently compliant with the PBB requirements since 2018.

In a significant milestone for the scholarly community, the USEP official research journal – the Southeastern Philippines Journal of Research and Development (SPJRD) – has achieved the monumental feat of being indexed in the renowned Scopus database. This milestone signifies the commitment of SPJRD toward research advancement through publications and the University's vision of becoming a premier research university that transforms communities in the ASEAN and beyond.



EXECUTIVE SUMMARY

ADMINISTRATION AND GOVERNANCE

As of December 31, 2023, the University has accounted for a total of 1,171 employees, categorized as follows: Plantilla Faculty (367); Plantilla Non-Teaching (190); Coterminal (5); Casual Employees (4); Part-time Faculty (198); Contract of Service (293) Job Orders (59); and Outsourced Personnel (55).

This year, a total of 16 faculty members and one non-teaching personnel are on study leave. The Administration also supported capacity-building activities for the faculty and staff by way of conducting in-house training sessions and by sending them to seminars. As of December 2023, the University, through the HRMD, has conducted eight in-house trainings, with a total of 912 trainees or participants.

The University has strengthened its network with other higher education institutions here and abroad in a bid to forge collaborations on instruction, research, and student and faculty externship programs. The accumulated efforts of the officials, faculty, and staff of the University have led to several partnerships. These linkages are essential to reinforce the University's internationalization efforts.

In 2023, the University successfully completed 14 projects, showcasing a significant step forward in its infrastructure development. Also, 10 additional projects are currently either under construction or undergoing repairs, contributing to the ongoing efforts to enhance the overall facilities and create an environment that aligns with global standards.

The University, through the Systems and Data Management Division (SDMD) under the supervision of the Vice President for Planning and Quality Assurance, has developed various systems and made improvements to existing ones that are essential for the continuity of business and operations at the University. As of 2023, SDMD has noted 8 active information systems being utilized by the University.

Leveraging its best practices, the University has become a destination for various institutions across the country seeking to conduct benchmarking activities to assess and refine their processes, operations, and academic offerings. In the year 2023, USeP proudly hosted a total of 30 benchmarking activities to learn more about the implementation of the University's operations.

This year, the University has forged a total of 18 Memorandums of Understanding and Memorandums of Agreement with various institutions here and abroad. As of December 2023, USeP has 14 active international partners; 29 Foreign Travels; 12 international conferences; 3 Outbound Mobility; 6 Inbound Mobility; and 8 Semester Abroad Program (Outbound Mobility).

16
NUMBER OF
PERSONNEL ON
STUDY LEAVE

30
BENCHMARKING
ACTIVITIES

1,171

TOTAL NUMBER OF EMPLOYEES

MoA and MoUs
SIGNED
18

ACTIVE
INTERNATIONAL
PARTNERS
14

EXECUTIVE SUMMARY

ACADEMIC AFFAIRS/INSTRUCTION

In 2023, several licensure examinations were held where USeP graduates displayed their excellence. A total of 19 graduates of the University made it to the Top 10 in various board examinations. The graduates from the College of Engineering, College of Agriculture and Related Sciences, College of Education, and College of Teacher Education and Technology brought glory to their alma mater as they made it to the list of top passers.

The University's annual accreditation target for undergraduate programs is 100 percent and USeP achieved 94 percent or 34 out of 36 accreditable programs. For graduate programs, the target is 97 percent, and the University has achieved 97 percent as of the fourth quarter of this year.

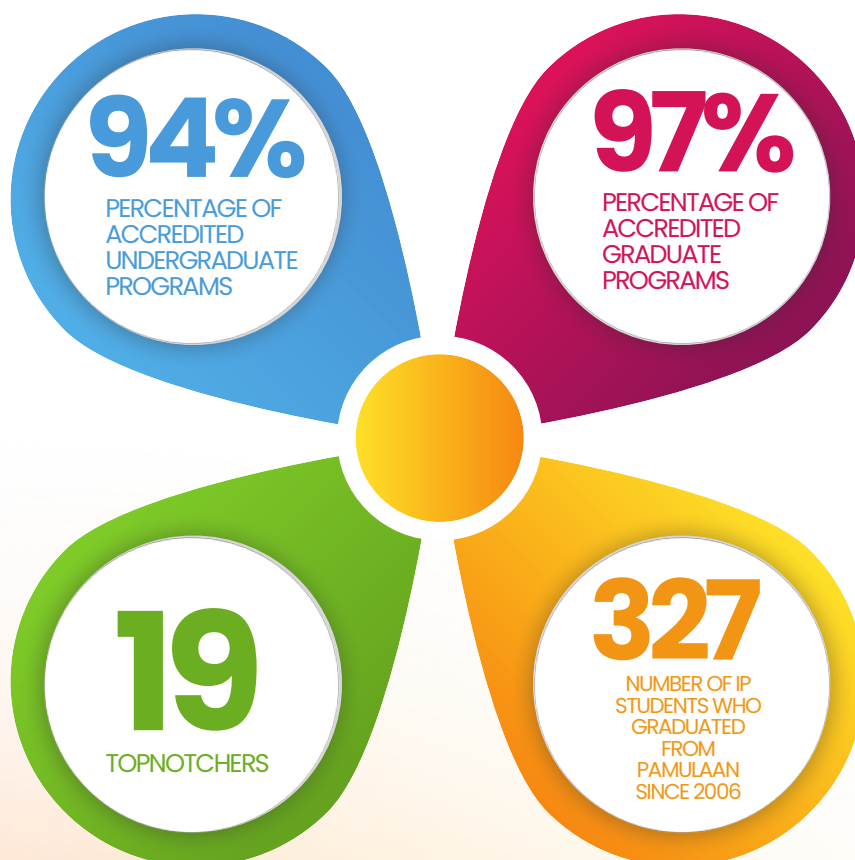
As of December 2023, USeP's undergraduate programs accreditation levels are as follows: 4 programs attained Level I accreditation; 9 achieved Level II, 19 secured Level III, and 2 earned the prestigious Level IV accreditation. For the graduate programs, USeP has also demonstrated its commitment to accreditation with 8 programs accredited at Level I, 19 at Level II, and 3 at Level III. These accreditation achievements underscore the University's unwavering commitment to delivering top-tier education and continuously enhancing the quality of academic offerings.

As part of the University's efforts to strengthen its higher and advanced education programs, as of December 2023, 86% or 36 of 43 undergraduate programs and 22% or 7 of 32 graduate programs have Certificate of Program Compliance (COPC).

To enhance its inclusive programs, USeP remains committed to strengthen the College Education Behind Bars (CEBB) and the development of the Malabog Extension Campus.

Since USeP-Pamulaan was established in 2006, 327 IP youth from various ethnolinguistic groups have completed their 4-year degree program at the University. This accomplishment highlights the commitment of USeP to providing valuable educational opportunities to IP communities and empowering the youth through higher education.

USEPians, from teaching and non-teaching staff to students, have also brought honor to the University by winning several competitions in the country and abroad.



EXECUTIVE SUMMARY

RESEARCH, DEVELOPMENT, AND EXTENSION

In 2023, USeP completed 35 research initiatives, with an additional 58 programs, projects, or studies currently underway, amounting to P72,385,460.77. Notably, 35 of these endeavors were internally funded, securing P4,106,406.00, while 23 received external funding totaling P68,279,054.77 and AUD181,250.

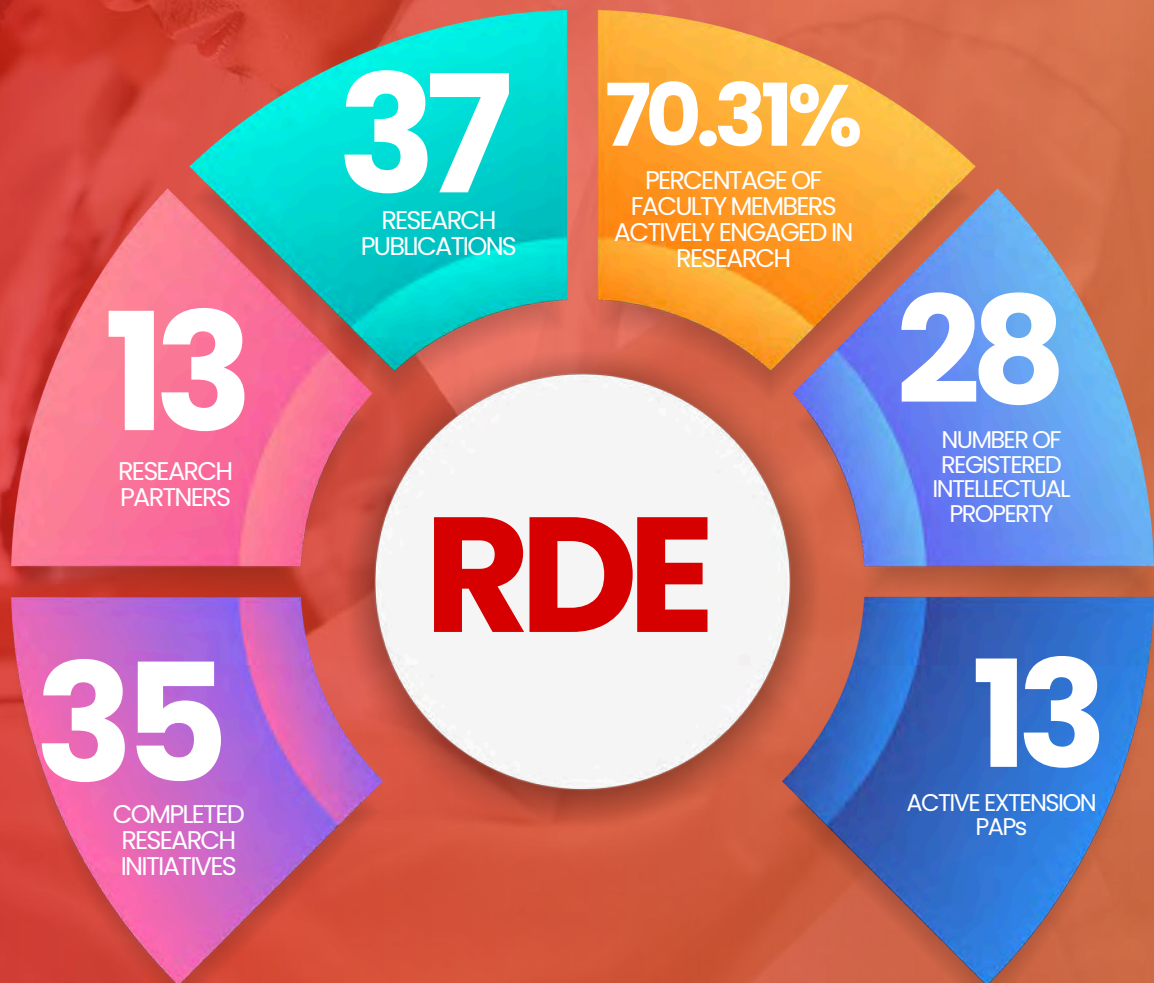
In the area of research, the University established collaborations with 10 government agencies, one international organization, and two industries. Two of its research outputs are actively utilized by industries, underscoring their practical impact. Moreover, USeP takes pride in 37 research publications featured in refereed journals, accumulating a noteworthy 54 citations.

An impressive 70.31% of the University's regular faculty members, across campuses, actively engage in research. This involvement serves as a testament to our commitment to advancing knowledge. Looking ahead, USeP aspires to witness a significant increase in faculty participation to further promote a culture of continuous research excellence in the coming years.

In 2023 alone, USeP has 28 registered Intellectual Property. Of this number, two were patents, one for industrial design, and 25 copyright. For applications filed in 2023, the University has seven applications.

The accumulated efforts of the students, faculty, and staff have led to several partnerships with institutions locally and internationally.

For 2023, USeP has 13 active instruction-based extension programs that aim to help transform and empower the communities. The number of faculty involved in extension programs is 275 or equivalent to 79.25 percent.

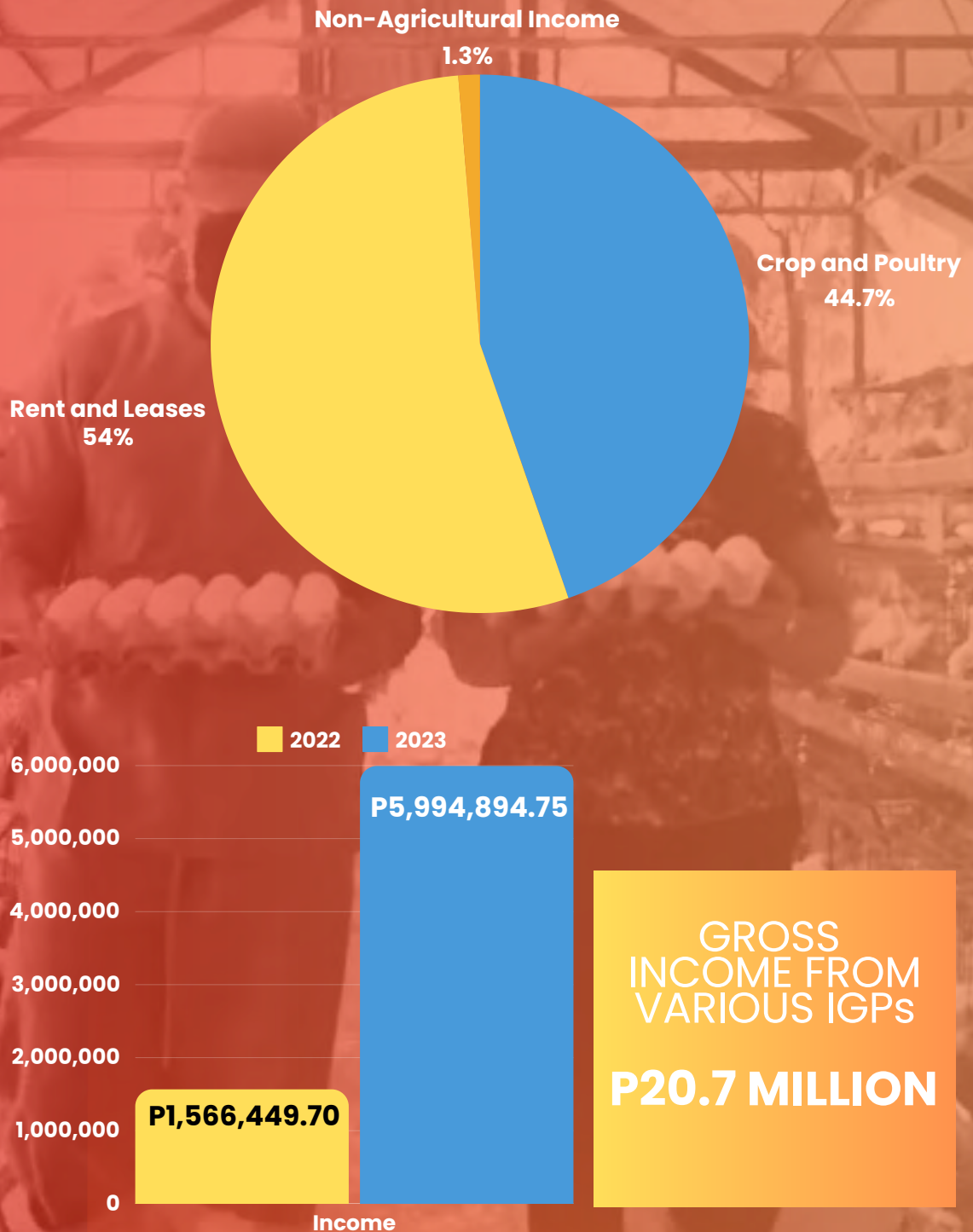


EXECUTIVE SUMMARY

PRODUCTION

As of December 2023, the University achieved a gross income of P20,798,344.34 from its diverse income-generating projects (IGPs) with a net income of P8,441,706.21. Notably, the income received a significant boost, with 54.04% contributed by rents and leases of assets across Obrero and Tagum-Mabini Campuses. These assets include the University Gymnasium and Cultural Center (UGCC), Social Hall, Classrooms, Hostel and Commercial Stalls, and Laptop rentals. Also, 44.67% of this income came from crop and poultry production in Tagum-Mabini Campus. The remaining 1.29% is attributed to Non-Agricultural Income.

In 2023, the University Academic IGPs noted remarkable growth, generating a total of P5,994,894.75. This figure represents a substantial increase of 282.7% compared to the previous year, where the amount stood at P1,566,449.70 in 2022.





--- PROFILE AND STATISTICS

USEP BUDGET PER GENERAL APPROPRIATIONS ACT 2023

The University of Southeastern Philippines, in accordance with the approved General Appropriations Act (GAA) for 2023, secured an allotment amounting to P648,640,987.00, with an obligation of P637,230,233.88. This allocation encompasses expenditures for Personnel Services, Maintenance and Other Operating Expenses (MOOE), and Capital Outlay.

Table 1. UseP Budget per GAA 2023

Expense Class	Allotment	Obligation
Personnel Services	438,089,487.00	434,394,728.58
Maintenance and Other Operating Expenses	185,551,500.00	181,868,485.85
Capital Outlay	25,000,000.00	20,967,019.45

ENROLMENT IN CALENDAR YEAR 2023

The University has documented a total of 10,101 enrollees for the second semester of A.Y. 2022-2023, 2,794 enrollees for the Off-semester of 2023, and 11,375 enrollees for the first semester of A.Y. 2023-2024. This figure includes 33 Indigenous Peoples (IP) students from the Pamulaan Center for IP Education. Among them, 17 are enrolled in the BS Entrepreneurship program, and 16 are pursuing the Bachelor of Elementary Education program in the College of Development Management.

Table 2. Enrolment Data Summary

College	Second Semester 2022-2023	Off-Semester 2023	First Semester 2023-2024
ADVANCED EDUCATION			
College of Arts & Sciences	104	4	143
College of Education	679	90	790
College of Technology	113	0	105
College of Engineering	62	2	97
College of Information and Computing	36	6	53
College of Business Administration	278	23	303
College of Applied Economics	33	0	39
ETEEAP	4	0	2
Mintal Campus	293	20	387
Tagum-Mabini Campus	367	77	377
Subtotal	1,969	222	2,296
POST BACCALAUREATE EDUCATION			
School of Law	89	33	102
School of Medicine	55	0	132
Subtotal	144	33	234
HIGHER EDUCATION			
Obrero	5,421	1,877	6,213
Mintal	762	52	855
Tagum-Mabini	1,662	610	1,510

College	Second Semester 2022-2023	Off-Semester 2023	First Semester 2023-2024
Malabog Extension Campus	143	0	267
Subtotal	7,988	2,539	8,845
Grand Total	10,101	2,794	11,375

ENROLMENT IN CALENDAR YEAR 2023

For the second semester of school year 2022-2023 and off-semester of 2023, the University President has conferred 1,451 graduates from higher education and 206 from advanced education.

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

Table 3. Total Number of Graduates from Each Campus/College

Campus/College	Higher Education			Advanced Studies			Total
	2nd Sem 2022- 2023 (June 2023)	Off-Sem 2023 (August 2023)	Subtotal	2nd Sem 2022- 2023 (June 2023)	Off-Sem 2023 (August 2023)	Subtotal	
Obrero Campus							
College of Arts and Sciences	106	0	106	14	1	15	121
College of Business Administration	178	0	178	26	12	38	216
College of Engineering	257	9	266	8	3	11	277
College of Technology	0	0	0	16	0	16	16
College of Education	358	0	358	37	14	51	409
College of Information and Computing	72	13	85	1	1	2	87
College of Applied Economics	42	0	42	4	0	4	46
School of Law	2	12	14	-	-	-	14
Mintal Campus							
College of Development Management	155	0	155	26	5	31	186
Tagum-Mabini Campus							
College of Agriculture and Related Sciences	69	1	70	26	6	32	102
College of Teacher Education and Technology	177	0	177	6	0	6	183
TOTAL	1,416	35	1,451	164	42	206	1,657

ACADEMIC PROGRAMS AS OF 2023

As of December 2023, the University offered a total of 45 undergraduate and 34 graduate programs spread across its four physical campuses. Of the 45 undergraduate academic programs, 31 are with CHED Notation, 36 have a Certificate of Program Compliance, and out of 34 graduate academic programs, 5 have a Certificate of Program Compliance (COPC). It is also worth mentioning that by the end of 2023, 7 programs are waiting for the release of COPC.

Presented below is the full list of academic programs:

Table 4. List of Undergraduate Programs as of December 2023

Undergraduate Academic Programs		
No.	College/School	Program
1.	COLLEGE OF ARTS AND SCIENCES	Bachelor of Science in Mathematics
2.		Bachelor of Science in Statistics
3.		Bachelor of Science in Biology Specializing in Animal Biology, Plant Biology
4.		Bachelor of Arts in Literature and Cultural Studies
5.		Bachelor of Arts in English Language Major in Applied Linguistics
6.	COLLEGE OF EDUCATION	Bachelor of Elementary Education
7.		Bachelor of Early Childhood Education
8.		Bachelor of Special Needs Education
9.		Bachelor of Secondary Education Major in Mathematics, Science, English, Filipino
10.		Bachelor of Physical Education
11.		Bachelor of Technology and Livelihood Education major in Home Economics
12.		Bachelor of Technical-Vocational Teacher Education Major in: - Automotive Technology - Civil and Construction Technology - Computer Systems Servicing - Electrical Technology - Electronics Technology - Mechanical Technology - Heating, Ventilating, Air-conditioning and Refrigeration Technology
13.	COLLEGE OF ENGINEERING	Bachelor of Science in Civil Engineering Major in: Transportation Engineering, Geotechnical Engineering, Structural Engineering
14.		Bachelor of Science in Electronics Engineering
15.		Bachelor of Science in Electrical Engineering
16.		Bachelor of Science in Mechanical Engineering
17.		Bachelor of Science in Geodetic Engineering
18.		Bachelor of Science in Geology
19.		Bachelor of Science in Mining Engineering
20.		Bachelor of Science in Sanitary Engineering
21.		Bachelor of Science in Agricultural and Biosystems Engineering Major in: - AB Land and Water Resources Engineering - AB Machinery and Power Engineering

Undergraduate Academic Programs		
No.	College/School	Program
		- AB Process Engineering - AB Structures and Environment Engineering
22.	COLLEGE OF INFORMATION AND COMPUTING	Bachelor of Science in Information Technology Specializing in: - Information Security - Business Technology Management
23.		Bachelor of Science in Computer Science Specializing in Data Science
24.		Bachelor of Library and Information Science
25.	COLLEGE OF BUSINESS ADMINISTRATION	Bachelor of Science in Business Administration Specializing in Financial Management
26.		Bachelor of Science in Entrepreneurship
27.		Bachelor of Science in Hospitality Management Specializing in: - Culinary Arts Management - Hotel Administration
28.		Bachelor of Science in Accountancy
29.	COLLEGE OF APPLIED ECONOMICS	Bachelor of Science in Economics Specializing in: - Development Economics - Monetary and Financial Economics - Resource and Environmental Economics
30.	COLLEGE OF TECHNOLOGY	Bachelor of Science in Industrial Technology Major in: - Automotive Technology - Electrical Technology - Electronics Technology - Mechanical Technology
31.	COLLEGE OF DEVELOPMENT MANAGEMENT	Bachelor of Science in Agricultural Economics
32.		Bachelor of Science in Agribusiness
33.		Bachelor of Science in Community Development
34.		Bachelor of Public Administration
35.		Bachelor of Science in Development Anthropology
36.	COLLEGE OF TEACHER EDUCATION AND TECHNOLOGY	Bachelor of Elementary Education
37.		Bachelor of Special Needs Education
38.		Bachelor of Early Childhood Education
39.		Bachelor of Secondary Education Major in: - Mathematics - English - Filipino
40.		Bachelor of Science in Information Technology Specializing in Information Security
41.		Bachelor of Technical-Vocational Teacher Education Major in: - Agricultural Crop Production - Animal Production

Undergraduate Academic Programs		
No.	College/School	Program
42.	COLLEGE OF AGRICULTURE AND RELATED SCIENCES	Bachelor of Science in Agriculture Major in: • Animal Science • Soil Science • Entomology • Agronomy • Horticulture • Enterprise Management • Plant Pathology
43.		Bachelor of Science in Forestry
44.	MALABOG EXTENSION CAMPUS	Bachelor of Science in Agricultural Business
45.		Bachelor of Science in Entrepreneurship

Table 5. List of Graduate Programs as of December 2023

Programs in Advanced Studies (Graduate School)		
No.	College/School	Program
1.	SCHOOL OF LAW	Juris Doctor
2.	SCHOOL OF MEDICINE	Doctor of Medicine
3.	GRADUATE SCHOOL OF ARTS AND SCIENCES	Master of Science in Biology
4.		Master of Science in Applied Mathematics
5.		Master of Arts in Applied Linguistics, major in English Language
6.		Master of Arts in Literature
7.	GRADUATE SCHOOL OF EDUCATION	Doctor of Philosophy in Education, major in: • Educational Leadership and Management • English Language Teaching
8.		Master of Arts in Education Major in: • Alternative Learning System • Early Childhood Education • Educational Leadership and Management • Special Needs Education Streams: i. Intellectual Disability ii. Gifted and Talented iii. Hearing Impairment iv. Visual Impairment
9.		Master of Arts in English Language Teaching
10.		Master of Arts in Guidance and Counseling
11.		Master of Arts in Mathematics Education
12.		Master of Arts in Science Education
13.	GRADUATE SCHOOL OF ENGINEERING	Master of Science in Engineering, major in Land and Water Resources Engineering and Technology (LAWREAT)
14.	GRADUATE SCHOOL OF COMPUTING	Doctor in Information Technology
15.		Master in Information Technology
16.		Master of Library and Information Science

17.	GRADUATE SCHOOL OF BUSINESS	Doctor of Philosophy Major in: • Organization Studies • Business Administration
18.		Master of Business Administration Major in: • Corporate Management • Enterprise Management • Agribusiness Management • Cooperative Management • Hospitality Management • State Enterprise Management
19.	GRADUATE SCHOOL OF APPLIED ECONOMICS	Master of Science in Economics
20.		Master of Science in Econometrics
21.	GRADUATE SCHOOL OF TECHNOLOGY	Master of Industrial Technology Major in: • Automotive Technology • Electrical Technology • Electronics Technology • Mechanical Technology
22.		Master of Technology Education
23.	GRADUATE SCHOOL OF DEVELOPMENT MANAGEMENT	Doctor of Philosophy Major in: • Development Administration • Development Research Administration • Public Administration • Urban and Regional Development Administration
24.		Master of Public Administration Major in: • Local Government Administration • Public Fiscal Administration • Public Policy and Program Administration • Organization Studies • Public Safety Administration
25.		Master of Science in Development Administration Major in: • Sustainable Development Administration • Urban and Environmental Planning • Crisis and Disaster Risk Management
26.		Master of Science in Development Communication
27.		Doctor of Education major in Educational Management
28.	GRADUATE SCHOOL OF TEACHER EDUCATION AND TECHNOLOGY	Master of Education in Educational Management
29.		Master of Education in Language Teaching, major in English
30.	GRADUATE SCHOOL OF AGRICULTURE AND RELATED SCIENCES	Doctor of Philosophy in Horticulture
31.		Master of Science in Forestry, major in Forest Resource Management
32.		Master of Science in Agriculture Major in: • Agronomy • Animal Science • Horticulture • Crop Protection • Soil Science

33.		Master of Science in Agricultural Extension
34.		Master of Science in Environmental and Resource Management

Table 6. List of Programs with CHED Notation as of December 2023

Programs with CHED Notation	
No.	Program
1.	Doctor in Information Technology
2.	Bachelor of Science in Civil Engineering Major in: • Transportation Engineering • Geotechnical Engineering • Structural Engineering
3.	Bachelor of Science in Electronics Engineering
4.	Bachelor of Science in Electrical Engineering
5.	Bachelor of Science in Mechanical Engineering
6.	Bachelor of Science in Geodetic Engineering
7.	Bachelor of Science in Mining Engineering
8.	Bachelor of Science in Sanitary Engineering
9.	Bachelor of Science in Computer Science
10.	Bachelor of Library and Information Science
11.	Bachelor of Science in Information Technology Specializing in: • Information Security • Business Technology Management
12.	Bachelor of Science in Economics Specializing in: • Development Economics • Monetary and Financial Economics • Resource and Environmental Economics
13.	Bachelor of Science in Business Administration Specializing in Financial Management
14.	Bachelor of Science in Mathematics
15.	Bachelor of Science in Statistics
16.	Bachelor of Science in Biology Specializing in: • Plant Biology • Animal Biology
17.	Bachelor of Arts in Literature and Cultural Studies
18.	Bachelor of Elementary Education
19.	Bachelor of Early Childhood Education
20.	Bachelor of Special Needs Education
21.	Bachelor of Secondary Education Major in: • Mathematics • Science • English • Filipino

Programs with CHED Notation	
No.	Program
22.	Bachelor of Physical Education
23.	Bachelor of Technology and Livelihood EducationMajor in Home Economics
24.	Bachelor of Technical-Vocational Teacher Education Major in: • Automotive Technology • Civil Construction Technology • Computer Systems Servicing • Electrical Technology • Electronics Technology • Mechanical Technology • Heating, Ventilation and Air-conditioning Technology • Agricultural Crops Technology • Animal Production
25.	Bachelor of Science in Agricultural Business
26.	Bachelor of Science in Community Development
27.	Bachelor of Public Administration
28.	Bachelor of Science in Development Anthropology
29.	Bachelor of Science in Agriculture Major in: • Animal Science • Soil Science • Entomology • Agronomy • Horticulture • Plant Pathology • Enterprise Management
30.	Bachelor of Science in Forestry
31.	Bachelor of Science in Accountancy
32.	Bachelor of Arts in English Language major in Applied Linguistics



AWARDS AND RECOGNITION

INSTITUTIONAL RECOGNITION

CSC-ROXI confers PRIME-HRM Bronze Award to USeP

The Civil Service Commission Regional Office XI (CSCRO-XI) conferred to the University the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Bronze Award on February 15, 2023, at the University Social Hall, USeP Obrero Campus, Davao City.

It was attended by the Administrative Council Members led by the University President, CY 2022 promoted faculty and non-teaching personnel across campuses, USeP Faculty Federation (USEPFFed) officers, Non-Teaching Staff Association (NTSA) officers, Human Resource Management Division (HRMD), Performance Management, Monitoring and Evaluation Division (PMMED) and concerned University personnel. During the conferment ceremony, the CY 2022 promoted personnel had their ceremonial oath-taking.



USEP-ITSO bags Gold Award

USEP-Innovation and Technology Support Office (ITSO) received a Gold Award for providing Intellectual Property (IP) services such as IP awareness and capacity-building activities, patent search, and patent drafting to internal and external clients, and filed at least six patents in 2022 during the ITSO Presidents' Summit on 28 March 28, 2023, at Sequoia Hotel, Paranaque City, Manila.

The Presidents' Summit is an annual event that gathers professionals, experts, and leaders to discuss emerging technologies, trends, and best practices. Bearing the theme, "ITSO: Hub and Generator of Future-Ready Innovations". The Summit aims to recognize and award the ITSO members who have purposefully fulfilled the ITSO 2.0 Clustering targets for 2022.



UseP CEBB grabs 2022 DREAPIM Outstanding Government Program/Project Award



"Education is Freedom: College Education Behind Bars," the entry of the UseP in partnership with the Bureau of Jail Management and Penology (BJMP) XI and Social Entrepreneurship Technology and Business Institute Foundation Inc. (SETBIFI), is one of the winners of the Category A: Outstanding Government Program/Project of the CY 2022 Davao Region Excellence Awards for Project Implementation and Monitoring (DREAPIM). The award was given during the 1st Quarter CY 2023 RDC XI Meeting on March 24, 2023 at Don Paco Rocamora Golf Clubhouse, Mati Aero Tourism Park, Mati Airport, Mati City.

DREAPIM is implemented by the National Economic Development Authority- Regional Development Council (NEDA-RDC) XI, through the Regional Project Monitoring Committee (RPMC) XI. It aimed to recognize the exemplary program/project implemented by government agencies which supports Davao Region's development thrusts and priorities; and recognize the contribution of Local Project Monitoring Committees (LPMCs) in project facilitation, particularly in the monitoring of programs and projects under their jurisdictions.

UseP faculty researchers join 2023 AD Scientific Index's Top 10,000 PH scientists

Thirty-eight faculty research enthusiasts from the UseP were included in the released Alper-Dodger (AD) Scientific Index 2023 edition ranking. The achievement of these faculty researchers is evidence of the University's quality education and sustainable vibrant research culture.

The AD Scientific Index is a ranking and analysis system based on the scientific performance and the added value of the scientific productivity of individual scientists.



UseP Recognized as Third Top Performing School in the October 2022 Licensure Examination for Professional Teachers

With a 93.28% passing percentage, the UseP-College of Teacher Education and Technology (CTET) BEEd Program was awarded by the Professional Regulatory Commission (PRC) the Certificate of Recognition as the Third Top Performing School in the October 2022 Licensure Examination for Professional Teachers during the Oath-Taking Ceremony held at the University of Mindanao Gymnasium, Davao City, last 5 March 2023.



UseP Ranks 58th in the Philippines' Top 100 Webometrics University Ranking

The University ranked 59th in the Philippines' Top 100 Webometrics University Ranking (January 2023). The Webometrics Ranking was an initiative of the Cybermetrics Lab, a research group of the Consejo Superior de Investigaciones Científicas in Spain.

The ranking was based on web content impact (visibility 50%), top-cited researchers (openness 10%), and top cited papers (excellence 40%) as reported by the Spanish National Research Council's Webometrics, a ranking system that evaluates the performance of more than 22,000 universities in the world.



SIGNIFICANT ACCOMPLISHMENTS

UseP Partners with ISIP for Visiting Professors Program 2023

The University was among five Mindanao-based higher education institutions selected to collaborate with the Innovation for Social Impact Partnership (ISIP) in hosting the Visiting Professors Program 2023.

The program featured international experts who shared insights on best practices in entrepreneurship education, start-up development, mentorship, and incubator management.

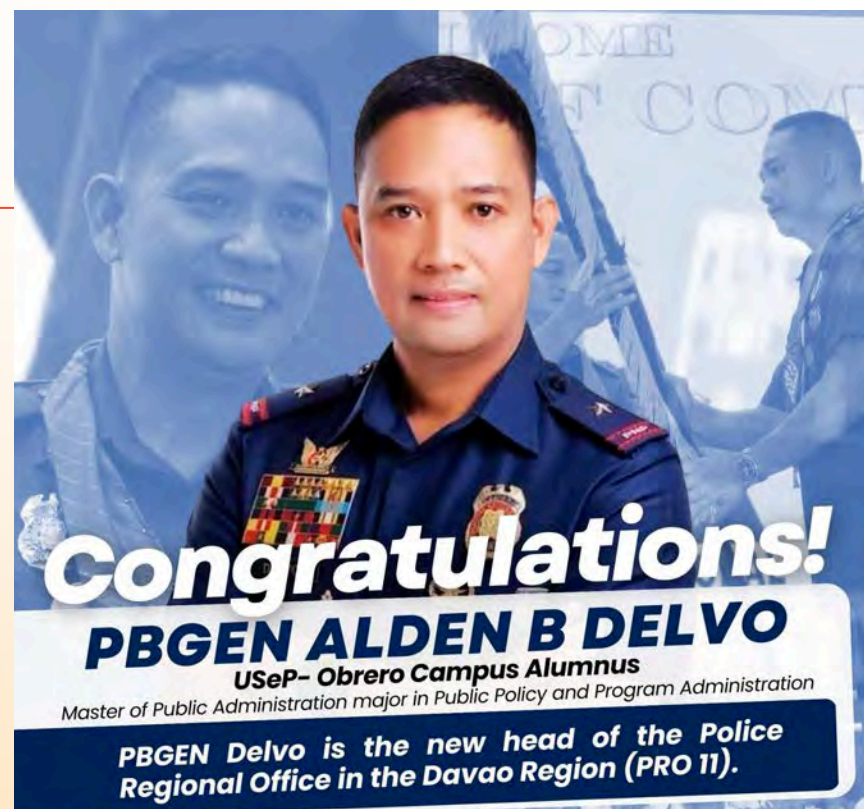
ISIP is a project supported by the Australian Government and implemented by the United Nations Development Programme (UNDP) in the Philippines.



UseP Graduate PBGEN Alden B. Delvo Appointed as PRO 11 Chief

Police Brigadier General (PBGEN) Alden B. Delvo, a proud alumnus of UseP, has been appointed as the new Regional Director of the Police Regional Office in the Davao Region (PRO 11).

PBGEN Delvo completed his Master of Public Administration, major in Public Policy and Program Administration, at UseP's College of Governance and Business (now the College of Business Administration) in 2012.



UseP Alumnus' Organization Recognized as TAYO Awardee for Project Descartes

The organization led by Engr. Leonieljun D. Aresco, a University of Southeastern Philippines (UseP) alumnus and Chairperson of Sangguniang Kabataan (SK) Barangay Talomo River, was named one of the Ten Accomplished Youth Organizations (TAYO) Awardees for their innovative Project Descartes.

Project Descartes is a free online enrichment program for senior high school and college freshmen in Davao City. Covering five pre-calculus subjects, the project supports Sustainable Development Goals No. 4 (Quality Education) and No. 17 (Partnerships for the Goals).



UseP Alumnus Recognizes as Modern Hero Award

Mr. Willenito "Will" Tormis, Jr., a UseP alumnus and a Dabawenyo creative director, received Asia's Modern Hero Award for being a 'renowned creative director and exceptional writer in Television and Digital'. Mr. Tormis graduated with a degree in Bachelor of Arts in English Language at UseP-Obrero Campus in 2012 before pursuing his passion in the entertainment and creative industry.



UseP Qualifies for FY 2021 PBB; Consistently Compliant since 2018

The University qualified for the Fiscal Year 2021 Performance-Based Bonus (PBB) with an outstanding score of 90/100, surpassing the required 70 points. This achievement reflects UseP's excellence in performance, processes, financial management, and client satisfaction. Consistently compliant with PBB requirements since 2018, UseP continues to uphold its commitment to quality and accountability.



USEP Recognized for Contribution to Peacebuilding Efforts in Davao City

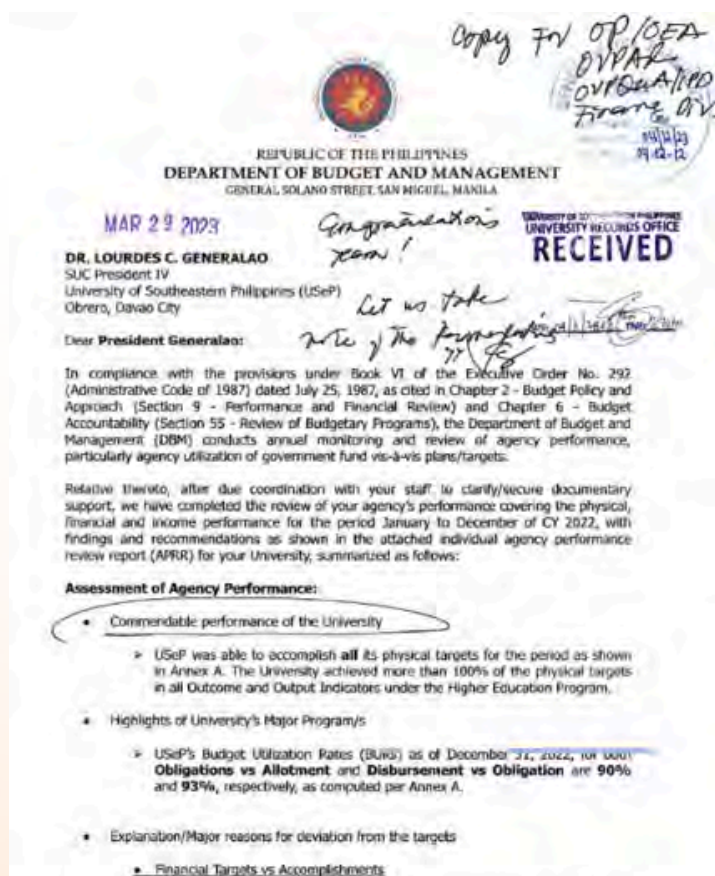
The City Government of Davao- PEACE 911 awarded the University with the Certificate of Recognition for its invaluable support and contribution to the peacebuilding efforts of the City during the PEACE 911 Stakeholders Recognition last 8 May 2023.

USEP has significantly contributed to the peacebuilding endeavors of the City by taking the lead in the establishment of the USEP-Malabog Extension Campus (MEC) in the Paquibato District, which allows conflict transformation by offering higher education opportunities to indigenous peoples in geographically isolated and disadvantaged areas (GIDAs).



USEP Commended by DBM for Surpassing 2022 Targets

The Department of Budget and Management (DBM) recognized the University for exceeding all its physical targets from January to December 2022. USEP achieved over 100% in all Outcome and Output Indicators under the Higher Education Program, marking a remarkable accomplishment in delivering quality education and services.



USEP Successfully Undergoes ISO 9001:2015 Surveillance Audit

Auditors from SOCOTEC Certification International conducted an ISO 9001:2015 Surveillance Audit of the University of Southeastern Philippines (USEP) campuses in Mintal, Obrero, and Tagum-Mabini on June 22-23, 2023.

The audit assessed the implementation of USEP's Quality Management System (QMS) through simultaneous sessions across campuses. The SOCOTEC team highlighted four positive findings, four opportunities for improvement, and four observations, with zero non-compliance noted.



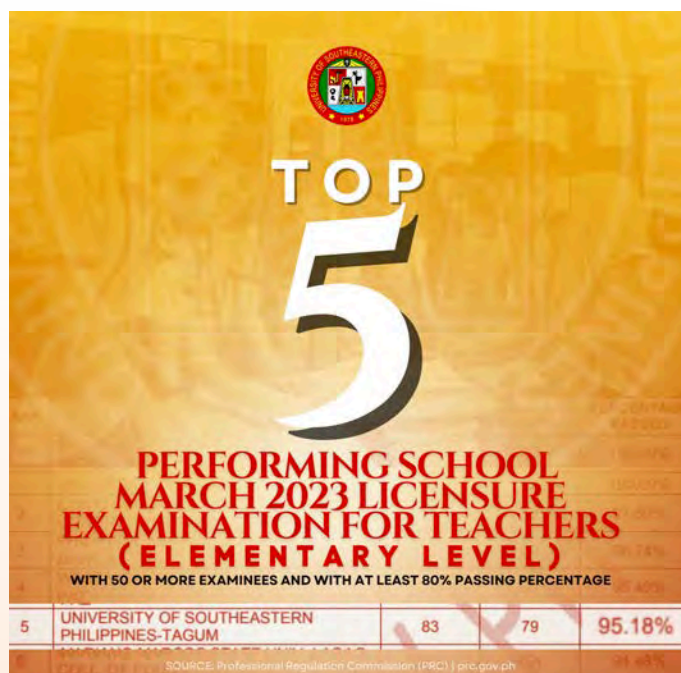
USEP receives Bronze Award plaque for PRIME-HRM Maturity Level II

The Civil Service Commission (CSC) XI officially conferred to USEP the Bronze Award plaque for Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Maturity Level II, during the 2023 PRIME-HRM Awards Ceremony held on June 30, 2023, at Sotogrande Hotel, Davao City.

This award demonstrates the commitment of USEP to fostering a culture of excellence and continuous improvement- putting front and center transformative efforts and endeavors of the University in becoming a leading service provider for the public.

USEP Ranks 5th Among Top Performing Schools in March 2023 LET - Elementary

With an overall performance rating of 95.18%, the University, through the College of Teacher Education and Technology (CTET), ranked 5th among the Top Performing Schools with 50 or more examinees and with at least 80% passing percentage in the March 2023 Licensure Examination for Professional Teachers - Elementary Level.



USEP Receives FOI Certificate of Compliance for 5th Consecutive Year

The University was awarded the Certificate of Compliance by the Freedom of Information - Project Management Office (FOI-PMO) on August 4, 2023, for being fully compliant with the enhanced FOI requirements. This achievement is a key criterion for the Performance-Based Bonus (PBB) for Fiscal Year (FY) 2022.

USEP has now received this recognition for five consecutive years, underscoring its commitment to transparency and effective governance.





**University of
Southeastern Philippines**

AUN-QA MEMBER UNIVERSITY

USEP Wins Two Prestigious Awards at ICONS Awards 2023

The University garnered two distinguished awards at the Internationalization Champions of Nation-Building and Sustainability (ICONS) Awards 2023, organized by the Commission on Higher Education-International Affairs Service (CHED-IAS).

Held at the Philippine International Convention Center in Pasay City on October 6, 2023, USEP was recognized for its academic excellence as a member of the ASEAN University Network-Quality Assurance (AUN-QA).

The University also earned second runner-up for

the Internationalization (IZN) Awards for Global Citizenship in the State Universities and Colleges (SUCs) and Local Universities and Colleges (LUCs) category, for its "College Education Behind Bars" project in partnership with SETBI and BJMP.

USEP's dedication to internationalization and community impact was highlighted at the prestigious event, which celebrates the achievements of Philippine Higher Education Institutions. Dr. Reynaldo M. Nogodula, USEP International Affairs Division Director, represented the University at the awards ceremony.

USEP's SPJRD Journal Indexed in Scopus

In a remarkable achievement, the Southeastern Philippines Journal of Research and Development (SPJRD), the official research journal of the University, has been successfully indexed in the prestigious Scopus database. This milestone reflects the University's commitment to advancing research and its vision of becoming a premier research institution that drives community transformation in the ASEAN region and beyond.

USEP President Dr. Bonifacio G. Gabales, Jr. commended the SPJRD Board of Advisers and the Editorial Team for their dedication to ensuring the journal's quality. He also recognized the invaluable support of the Top Management, Administrative Council, and the USEP Board of Regents for their approval of strategic plans, incentives, and mechanisms that have facilitated the journal's success.



USEP's BLIS Program Achieves 100% Passing Rate in Librarians Licensure Exam

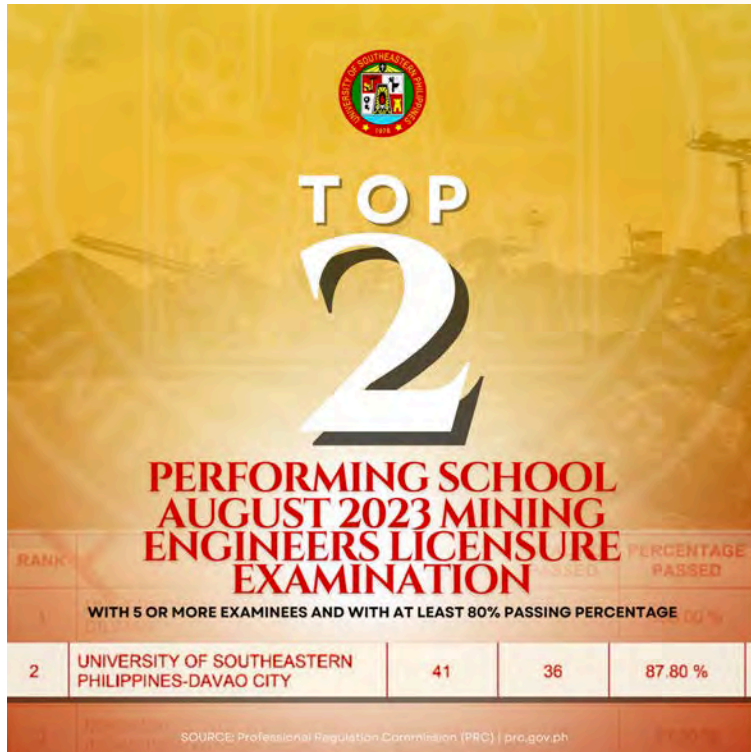
The USEP- College of Information and Computing (CIC) Bachelor of Library and Information Science (BLIS) program has achieved a remarkable milestone by attaining a 100% passing rate for its takers in the Librarians Licensure Examination on September 11-12, 2023.

The University extends its heartfelt congratulations to the 14 individuals who dedicatedly exerted efforts to achieve this remarkable feat, and to the exceptional faculty members whose guidance and support played a crucial role in preparing the students for this examination. This accomplishment is a testament to the University's commitment to providing an environment that fosters academic excellence.



UseP Ranks 2nd in August 2023 Mining Engineers Licensure Examination

The University, through the College of Engineering (CoE), achieved a notable 2nd place ranking among the Top Performing Schools in the August 2023 Mining Engineers Licensure Examination. With an overall performance rating of 87.80%, UseP stood out among institutions with five or more examinees and a passing percentage of at least 80%.



TOP 2 PERFORMING SCHOOL AUGUST 2023 MINING ENGINEERS LICENSURE EXAMINATION				
WITH 5 OR MORE EXAMINEES AND WITH AT LEAST 80% PASSING PERCENTAGE				
RANK	SCHOOL	NO. OF EXAMINEES	NO. PASSED	PERCENTAGE PASSED
2	UNIVERSITY OF SOUTHEASTERN PHILIPPINES-DAVAO CITY	41	36	87.80 %

SOURCE: Professional Regulation Commission (PRC) | pro.gov.ph

UseP Congratulates Top Performers in August 2023 Mining Engineers Licensure Examination

The University extends its warm congratulations to all successful examinees of the August 2023 Mining Engineers Licensure Examination, particularly to Franklin Opeña Mejorada Jr. for securing 2nd place, Orpheus Moñasque Linaza Jr. for achieving 5th place, and Eures Al Ken Casador Hablero for ranking 10th.



UseP Alumna Receives 2023 ASPAC Fellowship

Vinafel 'Vina' Araneta Pilapil, a UseP alumna, is the only Filipino among the ten recipients of the 2023 Asia Pacific Fellowship from the Dart Centre Asia Pacific.

Currently the News Head at PTV-Davao Mindanao Hub, she earned her Master of Science in Development Administration (MSDA) in 2011 from UseP's College of Business Administration. This recognition underscores her excellence in journalism.

UseP Campus Librarian Hailed as Outstanding Librarian in Region XI

Associate Professor Winda B. Cejas, the Campus Librarian and faculty member of the College of Teacher Education and Technology at UseP Tagum-Mabini Campus, has been honored with the Outstanding Librarian Award 2023 by the Philippine Librarians Association Region XI. This prestigious recognition highlights her exceptional contributions to the field of librarianship.

UseP Alumnus Receives 2023 Metrobank Foundation Outstanding Filipino Award

Dr. June Elias V. Patalinghug, a UseP alumnus and an educator from Catalanun Grande Elementary School in Davao City, is one of the recipients of the 2023 Metrobank Foundation Outstanding Filipino Award.

Dr. Patalinghug completed his Bachelor of Elementary Education (BEED) major in Science and Health degree; and later pursued a Master's and Doctor of Education degree major in Educational Management at the College of Education, UseP-Obrero Campus.

Congratulations!

Asso. Prof. Winda B. Cejas
Tagum-Mabini Campus Librarian

Outstanding Librarian 2023 Awardee
Philippine Librarians Association, Inc. - Region XI



UseP Congratulates Dr. Lynette Alcalen Bontia on Her Appointment as 6th President of SPAMAST

The UseP community extends heartfelt congratulations to Dr. Lynette Alcalen Bontia on her election as the 6th President of the Southern Philippines Agri-Business and Marine and Aquatic School of Technology (SPAMAST). Her appointment reflects her exceptional achievements and the trust the SPAMAST community has in her leadership.

Dr. Bontia earned her Master of Science in Agriculture, majoring in Soil Science, in 2001 at the College of Agriculture and Related Sciences (CARS) at UseP Tagum-Mabini Campus.

UseP Alumnus Dr. Anthony M. Penaso Appointed Third President of BISU

Dr. Anthony M. Penaso, a proud UseP alumnus, has been appointed as the third University President of the Bohol Island State University (BISU). Dr. Penaso earned his Doctor of Education (Ed.D.) degree, majoring in Educational Planning and Management, from the College of Education at UseP-Obrero Campus.



Dr. Anthony M. Penaso
University President, Bohol Island State University
UseP College of Education Alumnus

for being the newly elected President and Chair of the
AACCUP Board of Trustees

Congratulations!

Dr. Lynette Alcalen Bontia
UseP College of Agriculture and Related Sciences Alumna
Master of Science in Agriculture major in Soil Science

Dr. Bontia was elected as the 6th College President
of Southern Philippines Agri-Business and Marine
and Aquatic School of Technology (SPAMAST)

#UsePCARES #WeBuildDreamsWithoutLimits



UseP Joins the International CDIO Network

UseP proudly became a member of the international CDIO network during the CDIO 2023 Asian Regional Meeting held on October 9–11, 2023, at Bulacan State University.

As the first university in the Davao Region and one of only four in the Philippines to join, this milestone highlights UseP's commitment to excellence in engineering education, fostering global collaboration, and driving academic innovation.

UseP Ranks 5th Nationwide in the 2023 Bar Examinations

Eleven of the UseP– School of Law pioneering graduates successfully passed the 2023 Bar Examinations based on the result released by the Supreme Court on December 5, 2023.

The new UsePian lawyers are: Atty. Anne Georgette A. Bustamante; Atty. Angel Jean N. Domingo; Atty. Tresha Hyacinth A. Maculbe; Atty. Da'ud A. Maguindanao; Atty. Ian Jermie O. Mayangao; Atty. Juan Antonio A. Mendoza; Atty. Jezrel L. Olaer; Atty. Imma Coney P. Olayan; Atty. Jensen Marie O. Puno; Atty. Justine M. Rizon; and Atty. Haidee Abordo-Temblor.

UseP Excels in September 2023 LEPT Results

In the September 2023 Licensure Examination for Professional Teachers (LEPT) school performance, UseP – College of Education (CEd) in Obrero Campus garnered 80.82 percent while UseP – College of Teacher Education and Technology (CTET) in Tagum Unit attained 97.78 percent against the national passing rate of 47.01 percent for the Elementary level.

As for the Secondary Level, UseP CEd and CTET outperformed the national passing rate of 56.26 percent, securing passing rates of 87.13 percent and 88.89 percent, respectively.

UseP Honored as Outstanding Partner by PSA

UseP received dual recognition from the Philippine Statistics Authority Regional Statistical Services Office XI (PSA-RSSO XI) as the Outstanding Partner in Statistical Advocacy Activities (Academe Category) and Outstanding Partner in Statistical Planning, Policy, and Coordination during the PSA Stakeholders' Appreciation Ceremony and 10th Anniversary Celebration on October 23, 2023, at Acacia Hotel, Davao City.

With the theme "PSA@10: Providing Quality Services through Digital Transformation," the event celebrated partners' contributions to PSA's successful programs and initiatives.





UseP Clinches Two Awards in PSA's Statistical Advocacy Activities

UseP received prestigious awards from the Philippine Statistics Authority Regional Statistical Services Office XI (PSA-RSSO XI), being named the Outstanding Partner in Statistical Advocacy Activities (Academe Category) and the Outstanding Partner in Statistical Planning, Policy, and Coordination.

The recognition was given during the Davao Region Outstanding PSA Stakeholders' Appreciation Ceremony and the PSA's 10th Anniversary held on October 23, 2023, at Acacia Hotel, Davao City.

UseP Ranks 3rd in Davao Region, 38th in uniRank's 2023 top universities in the Philippines

The University secured the 38th spot in the 2023 edition of uniRank's Top Philippine Universities and placed 3rd in the Davao Region.

Among the 232 higher education institutions (HEIs) recognized in the Philippines, uniRank™ bases its evaluation on universities that are chartered, licensed, or accredited by Philippine higher education authorities. Additional criteria include offering at least four-year undergraduate or postgraduate programs and delivering courses predominantly through traditional, face-to-face learning formats.

UseP-CT Alumna Wins Department of Agriculture's 2023 Young Farmers Challenge Start-Up

The UseP-College of Technology (CT) alumna Ylaine Joyce Gangan, a Bachelor of Computer Technology graduate and Proprietor of Macoff Coffee Processing, was named one of the winners of the Department of Agriculture's 2023 Young Farmers Challenge Start-up category held on November 8, 2023, in Koronadal City, South Cotabato.



UseP ranks 3rd in Davao Region, 38th in uniRank's 2023 top universities in the Philippines



USEP'S PERFORMANCE IN VARIOUS LICENSURE EXAMINATIONS

For 2023, several licensure examinations were held where USEP graduates displayed their excellence. A total of 19 graduates of the University made it to the Top 10 in various board examinations.

Table 7. Performance of USEP Graduates in various Licensure Examinations in 2023

No.	Licensure Examination	No. of Placers	Name	Rank	Release Date of the Results
1.	Geodetic Engineer Licensure Examination	3	Joshua Carl Mari Jocoy Fajardo	1	November 6, 2023
			Joseph Rey Bote Carmelotes	5	
			Jasmine Joyce Demetillo Mamawaal	7	
2.	Licensure Examination for Professional Teachers - Secondary Level	2	Stephen Brent Vilanueva Baldos	8	May 19, 2023
			Ralaine-Feby Seguerria Booc	8	
3.	Licensure Examination for Professional Teachers - Elementary Level	4	Kharen Kaye S. Obial	7	May 19, 2023
			Malleth M. Callos	9	
			June Claire G. Llacuna	9	
			Raye Aileen A. Suico (CTET)	9	
		5	Adrianne Nicole A. Dela Peña	8	December 7, 2023
			Merry Criz G. Solis	10	
			John Nicko M. Sumin	10	
			Erica Jean D. Dalhog (CTET)	10	
			Claudine D. Isturis (CTET)	10	
4.	Electronics Engineers Licensure Examination	1	Eldridge Ace A. Bobiles	7	April 26, 2023
5.	Forester Licensure Examination	1	Jonash S. Cagampang	9	October 2023
6.	Mining Engineers Licensure Examination	3	Franklin Opeña Mejorada, Jr.	2	August 29, 2023
			Orpheus Monasque Linaza, Jr.	5	
			Eures Al Ken Casador Hablero	10	
TOTAL		19			

Table 8. Institutional Performance of USEP in various Licensure Examinations in 2023

No.	Licensure Examination	Percentage	Rank	Release date of the results
1.	Geodetic Engineers Licensure Examination	68.00%	-	November 6, 2023
2.	Licensure Examination for Professional Teachers – Secondary Level	90.99%92.10% (CTET)	-	May 19, 2023
		95.77%93.54% (CTET)	-	December 7, 2023
3.	Licensure Examination for Professional Teachers – Elementary Level	98.51%98.70% (CTET)	-	May 19, 2023
		98.15%97.72% (CTET)		December 7, 2023
4.	Agricultural and Biosystems Engineer (ABE) Licensure Examination	35.29%	-	September 19, 2023
5.	Geologist Licensure Exam	60.38%	-	November 15, 2023
6.	Electronics Engineers Licensure Examination	55.56%	-	April 26, 2023
		25.00 %		October 27, 2023
7.	Mechanical Engineers Licensure Examination	66.67%	-	March 2, 2023
8.	Forester Licensure Examination	100% (Mabini) 28.75% (Tagum)	-	October 2023
9..	Librarians Licensure Examination	100%	-	September 2023
10.	Civil Engineers Licensure Examinations	51.06%	-	April 29, 2023
		25.81%		November 24, 2023
12.	Mining Engineers Licensure Examination	87.80%	2	August 29, 2023
13.	Electrical Engineers Licensure Examination	67.71%	-	May 3, 2023
		23.53%		October 27, 2023
14.	Bar Examinations	79%	5	December 5, 2023

A photograph of a man and a woman shaking hands. The man is on the left, wearing a white long-sleeved shirt. The woman is on the right, wearing a dark, patterned dress. They are standing in front of a banner that has the number '23' and the words 'nd Sep' and 'City' visible. The entire image is overlaid with a semi-transparent reddish-orange filter.

ADMINISTRATION & GOVERNANCE

USEP's Achievements in the Area of Governance

In 2023, USEP demonstrated its commitment to strategic planning, inclusivity, and continuous improvement. The University's Top Management prioritized fostering an environment of excellence across its four core functions: instruction, research, extension, and production.

Throughout the year, various policies and initiatives were introduced to enhance institutional governance. These initiatives included the establishment of robust internal audit mechanisms, the development of diverse learning and development programs for personnel, advancements in information systems, significant infrastructure projects, internationalization efforts, and the continuous review and improvement of administrative procedures. These measures aim to provide the USEP community and its stakeholders with exceptional public service.

The University also placed a strong emphasis on ensuring financial sustainability and accountability through meticulous budget planning and resource management. These efforts have strengthened USEP's internal governance and reinforced its position as a leader in higher education in the Davao Region and beyond.

PERSONNEL DEVELOPMENT

As of December 31, 2023, the University has recorded a total of 1,171 employees, categorized as follows: Plantilla Faculty (367); Plantilla Non-Teaching (190); Coterminous(5); Casual Employees (4); Part-time Faculty (198); Contract of Service (293) Job Orders (59); and Outsourced Personnel (55). This diverse composition of employees shows the University's commitment to providing comprehensive and skilled personnel across various roles to support its core functions.

Table 9. Personnel Data across campuses as of 2023

College/School/Office	Faculty (Plantilla)	Part-time Faculty	Plantilla Non-Teaching	Casual Employees	Coterminous Employees	Contract of Service (COS)	Job Orders	Outsourced Personnel	Total
OBRERO CAMPUS									
Non-Teaching Personnel			129	4	5	90	57	40	325
College of Applied Economics	10	3	-	-	-	7	-	-	20
College of Arts and Sciences	45	39	-	-	-	7	-	-	91
College of Business Administration	29	19	-	-	-	8	-	-	56
College of Education	48	27	-	-	-	6	-	-	81
College of Engineering	36	20	-	-	-	3	-	-	59
College of Information and Computing	18	1	-	-	-	4	-	-	23
College of Technology	27	7	-	-	-	3	-	-	37
School of Law	4	23	-	-	-	7	-	-	34

MINTAL CAMPUS									
Non-Teaching Personnel	-	-	21	-	-	22	1	5	49
College of Development Management	42	12	-	-	-	-	-	-	54
TAGUM-MABINI CAMPUS									
Non-Teaching Personnel	-	-	40			132		10	182
College of Agriculture and Related Sciences	49	10	-	-	-	-	-	-	59
College of Teacher Education and Technology	55	10	-	-	-	-	-	-	65
School of Medicine	4	27	-	-	-	-	-	-	31
MALABOG EXTENSION									
MEC	-	-	-	-	-	4	1	-	5
Total	367	198	190	4	5	293	59	55	1,171

PERSONNEL ON STUDY LEAVE

In the current academic year, a total of 16 faculty members and one non-teaching staff have been granted study leave. This opportunity allows these personnel to engage in focused academic pursuits, further enhancing their expertise and contributing to the overall academic excellence of the University. The University's support of its workforce reflects its commitment to continuous learning and professional development.

Table 10. Personnel Data across campuses who are on study leave

Name	Program	Name of School	Location
OBRERO CAMPUS			
NON-TEACHING PERSONNEL			
DELUTE, ELLEN	MASTER IN PUBLIC ADMINISTRATION UNDER THE EXPANDED TERTIARY EDUCATION EQUIVALENCY ACCREDITATION PROGRAM (ETEEAP)	UNIVERSITY OF SOUTHEASTERN PHILIPPINES	Davao City
COLLEGE OF APPLIED ECONOMICS			
HINLO, JENNIFER	DOCTOR OF PHILOSOPHY IN ECONOMICS	KANGWON NATIONAL UNIVERSITY	Korea
FUERZAS, IVEE	DOCTOR OF PHILOSOPHY IN ENVIRONMENTAL SCIENCE, POLICY, AND MANAGEMENT	HONG KONG UNIVERSITY OF SCIENCE AND TECHNOLOGY	Hongkong
COLLEGE OF ARTS AND SCIENCES			
GERVACIO, TAMSJ JASMIN	DOCTOR OF PHILOSOPHY	UNIVERSITY OF NEW ENGLAND	Australia
CEBALLOS, ROEL	DOCTOR OF PHILOSOPHY IN STATISTICS	UNIVERSITY OF THE PHILIPPINES, LOS BAÑOS	Laguna, Philippines
MOLINA, RIOLIZA	DOCTOR OF PHILOSOPHY IN APPLIED LINGUISTICS	PHILIPPINE NORMAL UNIVERSITY	Manila, Philippines
NOGODULA, JUDEE	DOCTOR OF PHILOSOPHY IN ENGINEERING (BIOTECHNOLOGY)	OSAKA UNIVERSITY	Osaka, Japan
TORREMOCHA, VIRGIL	DOCTOR OF PHILOSOPHY MAJOR IN LITERATURE	UNIVERSITY OF SANTO TOMAS	Manila, Philippines
College of Business Administration			

Name	Program	Name of School	Location
Busalla, Arggie Roy	Doctor in Tourism and Hospitality Management	De LaSalle University – St. Benilde	Manila, Philippines
Antonio, James	Doctor of Management in Tourism and Hospitality Management	Central Philippine University	Iloilo, Philippines
Patayon, Pamela Dawn	Structured Doctor of Philosophy in the College of Business Administration, Public Policy and Law	University of Ireland-Galway	Ireland
College of Education			
Chaonui, Ma. Lila	Doctor of Education in Early Childhood Education	Cebu Normal University	Cebu, Philippines
Cenojas, Lilibeth	Doctor of Philosophy in Applied Linguistics	University of Immaculate Concepcion	Davao, Philippines
Deluao, Joe Vincent	Doctor of Philosophy in Mathematics	University of Mindanao	Davao, Philippines
College of Engineering			
Villasencio, Ernani	Doctor of Philosophy in Engineering	Ateneo de Davao University	Davao, Philippines
College of Technology			
Cabunita, Gretchen	Doctor of Technology Education	University of Science and Technology of Southern Philippines	Cagayan de Oro City, Philippines
School of Law			
Cosape, Arlene	Master of Law and Development	University of Melbourne	Melbourne, Australia
Tagum-Mabini Campus			
College of Agriculture and Related Sciences			
Cogay, Sheila	Doctor of Philosophy in Meteorology	University of the Philippines	Diliman, Quezon City, Philippines
Lusares, Ronnie	Doctor of Philosophy in Food Engineering	University of San Carlos	Cebu City, Philippines
Mangmang, Mechelle	Doctor of Philosophy in Postharvest Technology	Hiroshima University	Hiroshima, Japan
Manigo, Bryl	Doctor of Philosophy in Postharvest Technology	School of Bioresources and Technology at King Mongkut's University of Technology Thonburi	Bangkok, Thailand
Ilisan, Dhally	Doctor of Philosophy in Information Technology	University Teknologi Petronas	Malaysia
Villason, Nelvin	Doctor of Philosophy in Soil Science	University of the Philippines – Los Baños	Laguna, Philippines
Ramos, Fernan Rhean	Doctor of Philosophy in Plant Pathology	Hiroshima University	Hiroshima, Japan
College of Teacher Education and Technology			
Albite, Ritchel	Doctor of Philosophy in Education Psychology	De LaSalle University	Manila, Philippines
Villanueva, Shirley Marie	Doctor of Philosophy in Curriculum and Instructions	Philippine Normal University	Manila, Philippines
Tan, Jose Jr.	Doctor of Philosophy in Applied Linguistics	University of Mindanao	Davao, Philippines
Silva, Fraulein	Doctor of Philosophy in Clinical Psychology	Ateneo de Davao University	Davao, Philippines

INHOUSE TRAINING SESSION IN 2023 FOR USEP PERSONNEL

As of December 2023, the University, through the Human Resource Management Division (HRMD), has organized 8 in-house training sessions, with a total of 912 trainees or participants. These training initiatives have played a vital role in promoting the professional growth and skill development of the University's workforce. Additionally, the sessions served as an opportunity for newly-hired employees to be introduced to the University's culture, policies, services, and operational procedures.

Table 11. List of Inhouse trainings for USEP personnel in 2023

No.	Name of the Training	Brief Rationale	Number of Participants	Date Conducted
1.	Holistic Onboarding of New Employees (HONE) Phase 2: Soaring High	The second phase of the onboarding program provided the newly-hired employees of the University with information regarding the government services they can avail (GSIS, Pag-IBIG, and LBP).	56	Q1: March 9-10, 2023
2.	Basic Customer Service Skills (BCSS)	Frontline service employees are the face of the organization. They have the greatest impact on customer experience through daily transactions. To provide customer service experience, these employees must be adequately equipped with skills and knowledge through Basic Customer Service Skills Training.	45	Q2: May 23-24, 2023
3.	Effective Business Writing Techniques Training	Business writing in particular, is a fundamental aspect of communication, as it is the primary medium through which organizations interact with various stakeholders. The conduct of this training is an essential investment for the University to enhance communication and increase productivity among the workforce.	36	Q2: July 26-27, 2023
4.	Occupational Safety and Health (OSH)	The guidelines on Occupational Safety and Health Standards for the public sector are aimed at protecting all government employees from the dangers of injury, sickness or death in the workplace through the adoption of safe and healthy working conditions to ensure the preservation of human lives and resources and prevent loss/damage of properties. (JMC 01, s.2020).	599	Q3: August 2-4, 2023
5.	Holistic Onboarding of New Employees (HONE) Phase 2: Soaring High	The onboarding program will provide the newly-hired employees the information they need to quickly become productive members of the University. It will introduce them to the University's history, mandate, organizational structure, operations, policies, procedures, and work standards. The program will also enable them to socialize with one another and to track the progress of their knowledge of the University.	95	Q3: September 19, 2023 Q4: October 06, 12, 25, 2023

No.	Name of the Training	Brief Rationale	Number of Participants	Date Conducted
6.	Seminar on Administrative Justice (SOAJ)	Public service is a public trust. As custodians of the government, public service providers must be role models of integrity and should place loyalty to the country, its laws and ethical principles above personal interests. With such weighty accountability, it is essential to conduct L&D like this.	48	Q4: October 3-5, 2023
7.	Cascading of HR Policies: HR Coaching Session on Digital Tools and Standardization of Leave Administration Practices	The HR coaching provided a venue for the personnel of the Human Resource Management Division and its counterparts in the external campuses to discuss and explore digital tools for work efficiency and to review standardize leave administration practices in the University.	15	Q4: December 13, 2023
8.	Cascading of HR Policies: Leave Administration Orientation for Non-Teaching Personnel	This program is designed for selected plantilla non-teaching personnel to inform them of their leave privileges and the related policies found in the Omnibus rules on Leave of the Civil Service Commission.	18	Q4: December 20, 2023

In addition to the efforts of HRMD, various offices across the University have undertaken numerous in-house training sessions and webinars, focusing on essential areas such as gender and development, data privacy, and quality management systems, among other relevant topics.

Furthermore, selected personnel from the University have participated in external training programs organized by reputable institutions. This commitment to external training opportunities reflects the University's dedication to providing its teaching and non-teaching staff with diverse learning experiences and exposure to industry best practices.

For the year 2023, the University has allocated a total of P280,800.00 for faculty and staff development initiatives, demonstrating a proactive approach to continuous learning and professional growth.

The University Administration expressed its commitment to maintaining a highly skilled and well-equipped workforce.

MANAGEMENT OF INFORMATION SYSTEMS

The University, being adaptive to a fast-changing environment, has initiated measures to take advantage of new technologies to make its operations more effective and efficient.

The University, through the Systems and Data Management Division under the supervision of the Vice President for Planning Quality Assurance, has developed various systems that are essential to the continuity of business and operations in the University.

Table 12. List of systems developed as of 2023

No.	Details	Link
1.	Human Resource Information System (HRIS) 2023 Updates: Development of Leave Module (Application, Tracking, Monitoring) for Obrero campus. Deployment of payroll Module in Tagum-Mabini and Mintal campuses	Accessible at: https://hris.usep.edu.ph/

No.	Details	Link
2.	Student Portal2023 Updates:Updated dashboard	Accessible at: https://portal.usep.edu.ph/
3.	USEP Official Gazette	Accessible at: https://gazette.usep.edu.ph/
4.	University Document Archiving System (UDAS)	Accessible at: https://udas.usep.edu.ph/
5.	Document Tracking System (DTS)	Accessible at: https://dts.usep.edu.ph/
6.	Online Application for Admission	Accessible at: https://register.usep.edu.ph/
7.	Customer Feedback System	Accessible at: https://feedback.usep.edu.ph/
8.	University Website	Accessible at: https://usep.edu.ph

RISE OF INFRASTRUCTURE PROJECTS

With the University's strategic goal aimed towards internationalization, USEP has dedicated a substantial portion of its budget towards the construction of state-of-the-art buildings that adhere to international standards, made possible through the generous support of the national government.

In 2023, the University successfully completed 14 projects, showcasing a significant step forward in its infrastructure development. Also, 10 additional projects are currently either under construction or undergoing repairs, contributing to the ongoing efforts to enhance the overall facilities and create an environment that aligns with global standards. These construction initiatives are part of the strategic moves of the University to provide a world-class learning and working environment for its community members.

Table 13. List of Completed Projects in 2023

No.	Completed Projects	Contract Cost	Date of Completion	Campus
1.	E-library Repair & Electronic Wiring	P872,902.39	January 26, 2023	Apokon
2.	Repair of roof deck & Skylight Roofing of the College of Engineering Bldg	P1,635,933.47	January 31, 2023	Obrero
3.	Repair & Renovation of Student Services Bldg-Mabini Unit	P5,645,450.74	March 1, 2023	Mabini
4.	Repair & Renovation of Olaño Building	P2,995,893.18	March 29, 2023	Apokon
5.	Expansion of IT Technical Room of the Administrative Building	P923,376.08	April 11, 2023	Apokon
6.	CGB Building Structured Cabling Design & Installation	P3,730,062.67	July 10, 2023	Obrero
7.	Improvement of Parking Area of Science Building for School of Medicine	P1,379,741.27	July 15, 2023	Apokon
8.	Improvement of 3rd Floor Classroom & Installation of Glass Board of SoM Classrooms	P1,096,864.91	July 21, 2023	Apokon
9.	Renovation of College of Engineering Audio-Visual Room	P4,300,732.36	August 10, 2023	Obrero
10.	IT Building Structured Network Design, Configuration, Installation & Activation	P3,368,037.91	August 10, 2023	Obrero

No.	Completed Projects	Contract Cost	Date of Completion	Campus
11.	Repair & Improvement of Simulation Laboratory Room for SOM	P3,059,731.32	October 25, 2023	Mabini
12.	Construction of Technology and Business Incubator Building	P23,079,712.19	November 10, 2023	Obrero
13.	Fire Detection System with Installation - New Commercial Stall	P315,000.00	December 12, 2023	Obrero
14.	Refurbishment of CED Building Quadrangle Multi-Purpose Activity Area	P541,784.25	December 29, 2023	Obrero

Table 14. List of Ongoing Projects as of December 2023

No.	Ongoing Projects	Contract Cost	Accomplishment Rate	Campus
1.	Construction of 5-storey College of Engineering Laboratory Bldg - Phase II	P72,403,692.75	88.79%	Obrero
2.	Construction of Quality Assurance, Accreditation, TLE Bldg. - Phase III	P27,191,980.82	97.06%	Obrero
3.	Establishment of CGB Graduate School Building -Phase II	P44,888,648.8	98.20%	Obrero
4.	Establishment of a 5-Storey Science Laboratory Building Phase II	P13,432,414.16	99.05%	Obrero
5.	Completion of School of Applied Economics Building Phase I-B	P6,306,779.03	98%	Obrero
6.	Construction of Academic Bldg Tagum Unit, Tagum-Mabini Campus, USEP Apokon Campus, Tagum City, Davao Del Norte	P103,503,343.65	86.69%	Apokon
7.	Construction of School of Medicine Bldg tagum Unit, Tagum Mabini Campus (Ph1), USEP Apokon Campus, Tagum City Davao Del Norte	P89,542,622.43	95.54%	Apokon
8.	Construction of School of Medicine Bldg tagum Unit, Tagum Mabini Campus (Ph2), USEP Apokon Campus, Tagum City Davao Del Norte	P61,200,189.62	83.47%	Apokon
9.	Rehabilitation of Multi-Purpose Covered Court, USEP Tagum-Mabini Campus, Mabini Unit	P2,996,703.56	55.69%	Mabini
10.	Renovation of College of Arts & Sciences Building Signage Façade	P280,555.38	90%	Obrero

INTERNATIONALIZATION INITIATIVES

The University has actively broadened its network with higher education institutions both locally and internationally, aiming to cultivate collaborations in instruction, research, and student and faculty externship programs. The dedicated efforts of University officials, faculty, and staff have resulted in the establishment of several crucial partnerships, reinforcing the University's internationalization efforts.

In 2023, the University has successfully formed a total of 18 Memorandums of Understanding and Memorandums of Agreement with various institutions, both domestic and international. These agreements symbolize the commitment to fostering collaborative relationships that extend beyond borders.

As of December 2023, the University boasts 14 active international partnerships. These partnerships contribute significantly to the University's commitment to providing a well-rounded and globally-informed educational experience for its students, faculty, and staff.

Table 15. List of International Partners as of December 2023

No.	Name of the Institution	Country
	Academy of Entrepreneurs (AE)	Australia
2.	Philippine CJC Association for Friendship and Education Promotion (AFEP)	China
3.	Institut Polytechnique Des Sciences Avancees (IPSA)	France
4.	Lingnan University (LU)	Hong Kong
5.	Chandigarh University (CU)	India
6.	Universitas Negeri Yogyakarta (UNY)	Indonesia
7.	Mindanao Japan Science and Technology Platform (MJSTEP)	Japan
8.	King Mongkut's Institute of Technology Ladkrabang (KMITL)	Thailand
9.	Sakhon Nakhon Rajabhat University (SNRU)	Thailand
10.	Southern Taiwan University of Science and Technology (STUST)	Taiwan
11.	Tan Trao University (TTrU)	Vietnam
12.	Tra Vinh University (TVU)	Vietnam
13.	Asia Technological University Network (ATU-Net)	Malaysia (Chair)
14.	University Mobility Asia Pacific (UMAP)	-

FOREIGN TRAVELS

Table 16. List of Foreign Travels in 2023

No.	Name of the University Personnel	Purpose	Place of Assignment	Date
1.	Bryl I. Manigo	Scholarship: Ph.D. in Post-Harvest Technology at the School of Bioresources and Technology, the King Mongkut's University of Technology Thonburi (KMUTT)	King Mongkut's University of Technology Thonburi, Bangkok, Thailand	January 9, 2023 – January 8, 2026

No.	Name of the University Personnel	Purpose	Place of Assignment	Date
2.	Bonifacio G. Gabales, Jr.	MoU Signing Between USEP and Lingnan University (LU) & Stage 0 Awareness Building Workshop	Lingnan University, Hongkong	February 5 – 11, 2023
3.	Arlene I. Cosape	Scholarship: Master of Law and Development at the University of Melbourne, Australia	Melbourne, Australia	February 21, 2023– December 31, 2023
4.	Karl P. Campos	JENESYS2022 Inbound Program Batch 54 Japan-Philippines FOIP Exchange	Tokyo, Japan	March 6 – 14, 2023
5.	Ruperto C. De Luna	On-Campus Training Course on the Computable General Equilibrium (CGE) Model	Chiang Mai University, Thailand	March 17 – 21 , 2023
6	Cesar A. Limbaga, Jr. Merlina H. Juruena Nelvin A. Villason	Mid-Project Review of the Australian Center for International Agricultural Research (ACIAR)	Vientiane, Lao PDR	May 20 – 27, 2023
7.	Dhally Ilisan	Scholarship: Ph.D. in Information Technology	Universiti Teknologi PETRONAS (UTP), Malaysia	June 19, 2023 – June 18, 2026
8.	Jonathan C. Gano-an	World Export Development Forum	Ulaanbaatar, Mongolia	June 23, 2023 – July 2, 2023
9.	Victoria P. Guillano	World Congress of Dermatologists	Bukit Merah, Singapore	July 3 – 7, 2023
10.	Angie R. Poliquit	International Training on Cage-Free Innovation and Welfare Hub	Universitas Gadjah Mada, Yogyakarta, Indonesia	July 8 – 15, 2023
11.	Filmann T. Simpao Eugene M. Bike Kimberly O. Osico - Project staff Von Patrick C. Denorte - Project Staff	Planning of the 2nd Phase of HALAL Application for Transparent Traceability Systems (HATTS)	Universiti Teknologi PETRONAS, Malaysia	July 11 – 15, 2023
12.	Virnalisi C. Mindana	UiTM's Lectures on Education: Science and Community Service	Universiti Teknologi Malaysia	July 12, 2023
13.	Daisy M. Corpuz	Asia Youth International Model United Nations (AYIMUN) 2023	Kuala Lumpur, Malaysia	August 11-15, 2023
14.	Rey A. Castillo	2nd World Trade Conference and the 30th IAGBT-KITRI Biannual Conference Symposium	Incheon National University, South Korea	August 15-20, 2023
15.	Christine R. Varquez Rhea Lou R. Germa	Ecosystem-based Disaster Risk Reduction and Climate Change Adaptation (ECODRR-CAA)	Yogyakarta, Indonesia	August 18-25, 2023
16.	Henry C. Encabo	ASEAN University Network–Quality Assurance (AUN-QA) International Conference 2023	Berkeley Hotel Pratunam, Bangkok	September 06-07, 2023
17.	Daisy T. Besing Reynaldo M. Nogodula Sajed S. Ingilan Edeliza S. Gonzales	Futures Thinking in Practice: Charting a Future with Purpose at the 9th Asia Pacific Futures Network Conference Benchmarking Activity	Kuala Lumpur, Malaysia	September 18-19, 2023 September 21, 2023
18.	Daisy M. Corpuz	East Asia Regional Conference	Yogyakarta, Indonesia	September 18-21, 2023
19.	Fernan Rhean A. Ramos	Scholarship to study for a Ph.D. in Plant Pathology	Hiroshima University, Japan	October 1, 2023 to September 30, 2026

No.	Name of the University Personnel	Purpose	Place of Assignment	Date
20.	Randy S. Gamboa	Semester Abroad Program	Southern Taiwan University of Science and Technology, Taiwan	October 03, 2023-January 13, 2024
21.	Judee N. Nogodula	Scholarship to study Ph.D. in Engineering (Biotechnology)	Osaka University, Japan	October 1, 2023 to September 30, 2026.
22.	Jonathan C. Gano-an	2023 International Conference on Business, Economics, and Management for Sustainability	Chihlee University of Technology, New Taipei City, Taiwan	October 16-18, 2023
23.	Jennifer E. Hinlo	18th EAEA Int'l. Research Conference	Seoul National University (SNU), South Korea	October 21-22, 2023
24.	Shirley S. Villanueva	11th Asia Technological University Network (ATU-Net) Board Meeting	Brunei, Darussalam	October 22-25, 2023
25.	Rizalino O. Dela Torre, Jr.	ASEAN Digital Transformation and Future Skills Initiative: Green Skills in TVET short course	Griffith University, Australia	October 23 to November 3, 2023
26.	Filmann T. Simpao	HATTS Phase 2 Signing Ceremony	Universiti Teknologi PETRONAS, Malaysia	October 29, 2023-November 01, 2023
27.	Pamela Dawn G. Patayon	Scholarship in a Structured Ph.D. in the College of Business, Public Policy and Law	National University of Ireland – Galway	October 16, 2023 to November 30, 2027
28.	Cecirly Puig Fernando Magdato, Jr.	Cross Visits to HEIs in SEAMEO-Member Countries	Indonesia	November 27 - December 02, 2023
29.	Rey A. Castillo Gilbert M. Gordo Rizamae S. Palen Vera Kim S. Tequin	Benchmarking Activity for the “Development of Traceability System for Cacao in Southern Philippines” project	Jakarta, Indonesia	December 5-8, 2023

INTERNATIONAL CONFERENCES

Table 17. List of International Conferences in 2023

No.	Name of the activity	Purpose	Proponent	Date
1.	6th International Multidisciplinary Research Conference and Conal Assembly	This conference will help establish international linkages and networks that may contribute to the internationalization initiatives and curriculum development of the college and the university.	College of Arts and Sciences	January 14, 2023
2.	2nd World Trade Conference and the 30th IAGBT-KITRI Biannual Conference Symposium	- This conference will help establish international linkages and networks that may contribute to the internationalization initiatives and curriculum development of the college and the university. - To integrate the substantial insights gained from the conference into the curriculum or syllabus revision of the Ph.D. program. - To take part in extension-related activities echoing relevant experience and results of the presenters during the conference.	College of Business Administration	August 15-20, 2023

No.	Name of the activity	Purpose	Proponent	Date
3.	East Asia Regional Conference	- Mobilize the public speaking and research presentation skills of the faculty. - Expand faculty knowledge of the global educational system and its issues. - Provide a research presentation on inclusive education in the global educational setting.	College of Education	September 18-21, 2023
4.	2023 International Conference on Business, Economics, and Management for Sustainability	This international conference will pave the way to establish international linkages and networks that may contribute to the internationalization initiatives and research deliverables of the college.	College of Business Administration	October 16-18, 2023
5.	18th EAEA Int'l. Research Conference	- This conference provided an opportunity for the university to share its research outputs on a global scale and to move closer to meeting our institutional research goals. Moreover, Assoc. Prof. Hinlo took advantage of this opportunity to network with fellow researchers and academicians in Asia to pave the way for future international linkages in instruction and research. - The research conference, which aims to provide an avenue for international scholars to present and discuss their research outputs with various experts in the country.	College of Applied Economics	October 21-22, 2023
6.	RCBIS 2023: International Research Conference on Business and Interdisciplinary Studies (RCBIS)	RCBIS 2023 is the second research conference conducted by the College of Business Administration. The intellectual exchange and sharing of research findings among the participants immensely contribute to research and development.	College of Business Administration	November 11, 2023
7.	3rd International Conference on Arts and Sciences	Under the overarching theme, "Synergizing Research, Innovation, and Multiculturalism Towards Reshaping Societies and Beyond," this year's conference is designed to enhance the internationalization landscape for research, faculty, students, and researchers within and beyond the ASEAN region.	College of Arts and Sciences	November 23-24, 2023
8.	Futures Thinking in Practice: Charting a Future with Purpose at the 9th Asia Pacific Futures Network Conference	This conference holds immense significance for the institution, as it serves as a platform for academic exchange, networking, and global visibility which contributes to the advancement of the University's goals.	College of Arts and Sciences- College of Business Administration- College of Education	
9.	ASEAN University Network-Quality Assurance (AUN-QA) International Conference 2023	- Learn about the latest developments in QA in higher education and network with other professionals in the field. - Meet with AUN-QA representatives to discuss the AUN-QA accreditation process with experts and get advice on how to prepare for the accreditation process. - Develop a QA strategy to ensure that USEP will be able to transition successfully to AUN-QA accreditation. - Identify initiatives for improvements in USEPs QMS to integrate AUN-QA requirements.	College of Education	September 6-7, 2023

No.	Name of the activity	Purpose	Proponent	Date
10.	2nd World Trade Conference and the 30th IAGBT-KITRI Biannual Conference Symposium	This conference will help establish international linkages and networks that may contribute to the internationalization initiatives and curriculum development of the college and the university.	College of Business Administration	August 16-18, 2023
11.	Asia Youth International Model United Nations (AYIMUN) Conference 12th Edition	Participation in this conference will help the students engage in discourses on global issues, teach them to think critically and become problem solvers, and hone them to become youth models and agents for change. In addition, they will also gain skills in diplomacy, public speaking, and international relations.	College of Education	August 11-15, 2023
12.	World Export Development Forum (WEDF)	This conference explores trade-led solutions to challenges caused by conflict, climate, COVID, and rising costs. The theme, 'Diversify with Green Trade', explores organic, digital, and sustainable solutions to multiple crises. WEDF is a global conference, that brings insights and good practices from the across globe. This year's event reaches out, especially to Asia-Pacific countries as well as landlocked developing countries.	College of Business Administration	June 26-29, 2023

INTERNATIONAL CONFERENCES

Table 18. List of Outbound Mobility in 2023

No.	Name of Students	Program & College/School	Purpose	Location
1.	Ma. Nehlia Angela A. Navales	College of Education	To participate in the Asia Youth International Model United Nations (AYIMUN) Conference 12th Edition	Kuala Lumpur, Malaysia
2.	Leigh Taba	College of Education		
3.	Keith O. Ulangkaya	College of Education		

INBOUND STUDENT MOBILITY

Table 19. List of Inbound Mobility in 2023

No.	Name of Students	Program & College/School	Purpose	Location	Date
1.	WAN SYAHMIR AMIRUDDIN BIN WAN KHAIRUDDIN	UNIVERSITI TEKNOLOGI MARA (UiTM), Malaysia	Lecturer during the International Lecture on Teaching Dynamics	USEP Obrero Campus	March 31, 2023
2.	MUHD HAKIM AIZAT BIN MAT JUSOH	UNIVERSITI TEKNOLOGI MARA (UiTM), Malaysia	Lecturer during the International Lecture on Teaching Dynamics	USEP Obrero Campus	
3.	MOHAMAD ASRAH HANIFF BIN AMRAN	UNIVERSITI TEKNOLOGI MARA (UiTM), Malaysia	Lecturer during the International Lecture on Teaching Dynamics	USEP Obrero Campus	

No.	Name of Students	Program & College/School	Purpose	Location	Date
4.	SITI NURSABRINA BINTI YAKCOB	UNIVERSITI TEKNOLOGI MARA (UiTM), Malaysia	Lecturer during the International Lecture on Teaching Dynamics	USEP Obrero Campus	March 31, 2023
5.	NUR AQILAH NAJIHAH BT MOHD HUZAIRI	UNIVERSITI TEKNOLOGI MARA (UiTM), Malaysia	Lecturer during the International Lecture on Teaching Dynamics	USEP Obrero Campus	
6.	MUHAMMAD DANIAL BIN MOHAMED FAROOK	UNIVERSITI TEKNOLOGI MARA (UiTM), Malaysia	Lecturer during the International Lecture on Teaching Dynamics	USEP Obrero Campus	

SEMESTER ABROAD PROGRAM (OUTBOUND MOBILITY)

Table 20. List of Semester Abroad Program (Outbound Mobility) in 2023

No.	Name of Students	Program & College/School	Purpose	Location	Date
1.	Novem Terante	College of Information and Computing	Participated in the Semester Abroad Program at Southern Taiwan University Science and Technology (STUST), Taiwan	Southern Taiwan University Science and Technology (STUST), Taiwan	October 03, 2023-January 13, 2024
2.	Kyra Jyne Melendres	College of Information and Computing			
3.	Brenz Gwynne Hababag	College of Information and Computing			
4.	Cyrelle John Domingo	College of Information and Computing			
5.	Francis Ryan Diesto	College of Information and Computing			
6..	Jay Robert Delicana	College of Information and Computing			
7.	Patrick Cruz	College of Information and Computing			
8.	Raven Cagulang	College of Information and Computing			

BENCHMARKING ACTIVITIES

Leveraging its best practices, the University has become a destination for various institutions across the country seeking to conduct benchmarking activities in order to assess and refine their processes, operations, and academic offerings. In the year 2023, USEP proudly hosted a total of 30 benchmarking activities to learn more about the implementation of the University's successful practices.

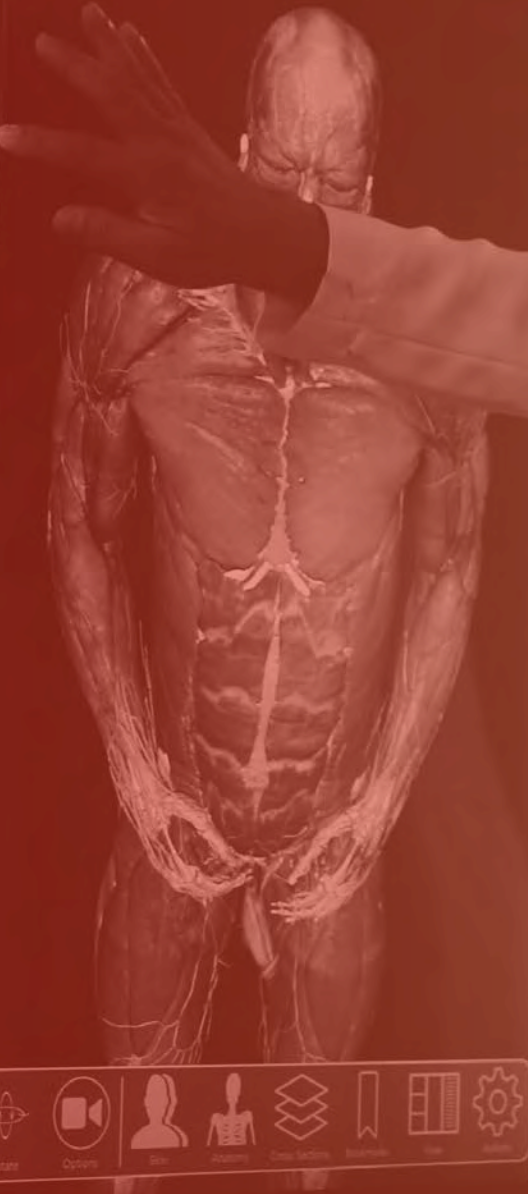
Table 21. List of Benchmarking Activities in 2023

No.	Date and Time	Name of Visiting Institution	Contact Person/ Designation	Receiving University Office/Departm ent	Number of Visiting Delegates
1.	March 9, 20239:00 AM -12:00 NN	San Pedro College Alumni Affairs Office	Candice Laine D. Martin,Alumni Affairs Officer	USEP Career and Alumni Center	2
2.	March 27, 20239:00 AM -12:00 NN	Samal Island City College	Vaneza C. Paquiao,GAD Coordinator	Gender and Development Office	15
3.	March 31, 20239:00 AM -12:00 NN	North Eastern Mindanao State University	Abundio C. Miralles,Director, OSWD	Office of Student Affairs and Services	8

No.	Date and Time	Name of Visiting Institution	Contact Person/ Designation	Receiving University Office/Department	Number of Visiting Delegates
4.	April 12, 20239:00 AM – 12:00 NN	University of Southern Mindanao- Kabacan Cotabato	Metchie Anne C. Logronio	College of Development Management	6
5.	April 13, 20239:00 AM – 12:00 NN	Mindanao State University- Iligan Institute of Technology	Engr. Seigfreid D. Kempis, MSU-IIT BSEM Program Coordinator	College of Engineering	2
6.	April 14, 20239:00 AM – 12:00 NN	Davao Oriental State University	Dr. Cheyll L. Bautista, Vice President for Academic Affairs	Office of the Vice President for Academic Affairs, CIO, SDMD	8
7.	May 19, 20239:00 AM – 12:00 NN	North Eastern Mindanao State University	Dr. Lady Sol A. Suazo	School of Law, School of Medicine	5
8.	June 7, 20239:00 AM – 12:00 NN	Davao de Oro State College	Albert John Bigonte, Extension Services Staff	College Education Behind Bars. College of Development Management	7
9.	June 7, 20239:00 AM – 12:00 NN	University of Science and Technology of Southern Philippines (USTP)	Dr. Renator O. ArazoUSTP Claveria Chancellor	College of Agriculture and Related Sciences	10
10.	June 8, 20239:00 AM – 12:00 NN	Davao Oriental State University	Dr. Glenn R. Bolano, DORSU SDMD- Counterpart head	Public Affairs Division, Office of Legal Affairs – University Data Privacy Office, Systems and Data Management Division	7
11.	June 15, 20239:00 AM – 12:00 NN	Monkayo College of Arts, Sciences and Technology		College of Agriculture and Related Sciences	5
12.	June 16, 20231:00 PM – 5:00 PM	Davao de Oro State College	Weldritz R. Carmelotes	International Affairs Division and the Office of Student Affairs and Services	4
13.	June 19, 20231:00 PM – 5:00 PM	Davao de Oro State College	Joshua P. Elardo	Institutional Planning Division	3
14.	June 20, 20239:00 AM – 12:00 NN	University of the Philippines- Mindanao	Christine Orfanel	School of Medicine	5
15.	June 23, 20239:00 AM – 12:00 NN	Davao de Oro State College	Jay-R R. Tayaban, College and Board Secretary	Knowledge and Technology Transfer Division- Innovation and Technology Support Office	4
16.	June 29, 20239:00 AM – 12:00 NN	Surigao del Norte State University- City Campus	Rolan A. Sulima	College of Technology	21
17.	July 4, 20239:00 AM – 12:00 NN	Benguet State University	Mr. Florendo P. Comila	Office of the Secretary of the University-University Records Office (OSU-URO), Human Resource Management Division (HRMD), and the Systems and Data Management Division (SDMD)	13

No.	Date and Time	Name of Visiting Institution	Contact Person/ Designation	Receiving University Office/Department	Number of Visiting Delegates
18.	July 17, 20239:00 AM – 12:00 NN	Surigao del Norte State University	Engr. Jerry I. Teleron	College of Engineering	11
19.	August 14, 2023	Department of Agriculture– Philippine Rice Research Institute	Ms. Cherry Ann F. Baldo	Office of the Vice President for Research, Development and Extension	3
20.	August 17, 2023	Eastern Samar State University– Guian Campus	Ms. Eva H. Abletes	Office of the Vice President for Administration and the Office of the Vice President for Academic Affairs	22
21.	August 29, 2023	Davao Oriental State University	Dr. Romeo J. Redulla	Quality Assurance Division and Internal Control Unit	8
22.	September 13, 2023	Development Council of State Universities and Colleges in Region III		USEP–College of Development Management (CDM)	
23.	September 15, 2023	Occidental Mindoro State College	Dr. Elbert C. Edaniol	College Education Behind Bars	5
24.	September 20, 2023	Caraga State University	Ms. Aquessa R. Piamonte	Public Affairs Division	10
25.	October 6, 2023	Davao de Oro State College	Ms. Nova Mae Bago	Quality Assurance Division and the Philippine Quality Awards	11
26.	October 20, 2023	University of Southern Mindanao - College of Business, Development Economics, and Management (CBDEM)		USEP - College of Development Management (CDM)	
27.	November 16, 2023	Sultan Kudarat State University	Dr. Julie E. Albano	Office of the Vice President for Research, Development and ExtensionKnowledge and Technology Transfer Division	7
28.	December 14, 2023	Father Saturnino Urios University, Butuan City	Maristela Conson Gales	University Assessment and Guidance Center	4
29.	December 19, 2023	Mindanao State University– ICEBOX TBI	Dr. Noel S. NUGay	USEP AGILab, MEIC, Digihub- Fablab	8
30.	December 27, 2023	North Eastern Mindanao State University (NEMSU)– Cagwait Campus	Dr. Noelito B. Salcedo	USEP College of Information and Computing and USEP Gender and Development Office	40

INSTRUCTION



Advancing Inclusive Education and Academic Excellence

In its commitment to providing exemplary education, the University continues to improve its academic offerings to ensure that education is accessible to all, including persons deprived of liberty, indigenous peoples, and persons with disabilities. These efforts are integral to the University's vision of becoming a premier research university that contributes to inclusive growth and sustainable development.

USEP's strategic programs focus on enhancing the quality of education through rigorous curriculum development, innovative teaching methodologies, and strong support systems for students, faculty, and staff. USEP's goal is to nurture a culture of academic excellence, enabling its graduates to excel in their fields and contribute meaningfully to society. Through continuous improvement and accreditation efforts, USEP ensures that its academic programs meet the highest standards and respond to the evolving needs of the community.

ACCREDITATION

In the USEP's commitment to ensuring the highest quality of higher education for our stakeholders, the University subjected 67 academic programs to accreditation by the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP) throughout the period from January to December 2023.

As of December 2023, USEP's undergraduate programs boast accreditation levels as follows: 4 programs attained Level I accreditation; 9 achieved Level II, 19 secured Level III, and 2 earned the prestigious Level IV accreditation. For the graduate programs, USEP has also demonstrated accreditation excellence, with 8 programs accredited at Level I, 19 at Level II, and 3 at Level III. These accreditation achievements underscore the University's unwavering commitment to delivering top-tier education and continuously enhancing the quality of academic offerings.

Table 22. Number of Accredited Programs for Graduate and Undergraduate Programs as of 2023

Level	Number of Accredited Programs
Undergraduate Programs	
Level I Accreditation	4
Level II Accreditation	9
Level III Accreditation	19
Level IV Accreditation	2
Total	34
Graduate Programs	
Level I Accreditation	8
Level II Accreditation	19
Level III Accreditation	3
Level IV Accreditation	0
Total	30

The University's annual accreditation target for undergraduate programs is **100** percent and USEP achieved **94** percent or **34** out of **36** accreditable programs. For graduate programs, the target is **97** percent, and the University has achieved **97** percent as of the fourth quarter of this year.

Table 23. Number of Accredited Programs per college/school

College/School	Total Program Offerings	Number of Level I Program	Number of Level II Program	Number of Level III Program	Number of Level IV Program
College of Applied Economics	3	0	2	1	0
College of Agriculture and Related Sciences	11	1	6	2	1
College of Arts and Sciences	8	2	3	2	0
College of Business Administration	6	0	4	1	0
College of Development Management	11	3	4	3	0
College of Education	11	0	2	6	0
College of Information and Computing	6	0	1	3	0
College of Teacher Education and Technology	7	2	2	2	0
College of Technology	3	0	2	0	1
College of Engineering	9	4	2	2	0
School of Law	1	0	0	0	0
School of Medicine	1	0	0	0	0
TOTAL	77	12	28	22	2

CERTIFICATE OF PROGRAM COMPLIANCE

In pursuit of quality education in higher and advanced education programs, the University has made significant strides. As of December 2023, a significant accomplishment of 86% of its undergraduate programs, or 36 out of 43, have been granted Certificate of Program Compliance (COPC) by the Commission on Higher Education. Similarly, in the graduate programs, 22% of the programs, equivalent to 7 out of 32, have successfully attained COPC recognition.

Table 24. Programs with Certificate of Program Compliance as of 2023

College	Program	CHED Regional Officer Order	Issued Date
College of Applied Economics	Bachelor of Science in Economics, major in: - Development Economics - Monetary and Financial Economic - Resource and Environment Economics	CHED Regional Office Order 029, series of 2021	October 13, 2021
College of Agriculture and Related Sciences	Bachelor of Science in Agricultural and Biosystems Engineering	Certificate of Program Compliance No. 175, series of 2022	February 22, 2022
	Bachelor of Science in Agriculture	CHED Regional Office Order No. 002, series of 2017	February 28, 2017
	Bachelor of Science in Forestry	CHED Regional Office Order No. 001, series of 2017	February 28, 2017
	Master of Science in Environmental and Resource Management	Commission en Banc Resolution No. 167, series of 2023	May 26, 2023
	Master of Science in Forestry	Commission on Banc Resolution No. 743, series of 2023	December 28, 2023

College	Program	CHED Regional Officer Order	Issued Date
College of Arts and Sciences	Bachelor of Arts in English Language	CHED Regional Office Order No. 003, series of 2023	May 15, 2023
	Bachelor of Arts in Literature and Cultural Studies	CHED Regional Office Order No. 002, series of 2023	February 1, 2023
	Bachelor of Science in Biology, major in: Animal Biology and Plant Biology	CHED Regional Office Order No. 031, series of 2021	October 26, 2021
	Bachelor of Science in Mathematics	CHED Regional Office Order No. 001, series of 2022	February 23, 2022
	Bachelor of Science in Statistics	CHED Regional Office Order No. 002, series of 2022	February 23, 2022
	Master of Science in Applied Mathematics	Commission en Banc Resolution No. 742, series of 2023	December 28, 2023
College of Business Administration	Bachelor of Science in Business Administration	CHED Regional Office Order No. 002, series of 2018	October 18, 2018
	Bachelor of Science in Entrepreneurship	CHED Regional Office Order No. 007, series of 2019	February 5, 2019
	Bachelor of Science in Hospitality Management	CHED Regional Office Order No. 016, series of 2019	February 5, 2019
	Bachelor of Science in Accountancy	CHED Regional Office Order No. 023, series of 2022	February 23, 2022
College of Development Management	Bachelor of Science in Community Development	Certificate of Program Compliance No. 090, series of 2020	September 18, 2020
	Bachelor of Science in Agricultural Economics	Commission en Banc Resolution No. 540, series of 2023	September 6, 2023
	Bachelor of Science in Agribusiness	CHED Regional Office Order No. 009, series of 2022	April 4, 2022
	Bachelor of Public Administration	CHED Regional Office Order No. 020, series of 2022	June 20, 2022
	Bachelor of Science in Development Administration	CHED Regional Office Order No. 001, series of 2023	January 11, 2023
College of Education	Bachelor of Early Childhood Education	CHED Regional Office Order No. 014, series of 2021	August 27, 2021
	Bachelor of Elementary Education	CHED Regional Office Order No. 015, series of 2021	August 10, 2021
	Bachelor of Physical Education	CHED Regional Office Order No. 019, series of 2021	August 27, 2021
	Bachelor of Secondary Education, major in: - English - Filipino - Mathematics - Science	CHED Regional Office Order No. 038, series of 2021	November 10, 2021
	Bachelor of Special Needs Education	CHED Regional Office Order No. 037, series of 2021	November 10, 2021

College	Program	CHED Regional Officer Order	Issued Date
	Bachelor of Technical-Vocational Teacher Education - Automotive Technology - Civil and Construction Technology - Computer Systems Servicing - Electrical Technology - Electronics Technology - Mechanical Technology - Heating, Ventilating, Air-conditioning and Refrigeration Technology	CHED Regional Office Order No. 015, series of 2022	May 31, 2022
	Bachelor of Technology and Livelihood Education, major in Home Economics	CHED Regional Office Order No. 018, series of 2021	August 27, 2021
College of Information and Computing	Bachelor of Library and Information Science	CHED Regional Office Order No. 006, series of 2020	December 17, 2020
	Bachelor of Science in Computer Science	CHED Regional Office Order No. 007, series of 2016	June 15, 2016
	Bachelor of Science in Information Technology	CHED Regional Office Order No. 008, series of 2016	June 15, 2016
	Master in Information Technology	Certificate of Program Compliance No. 172, series of 2023	March 25, 2022
	Master in Library Information Science	Certificate of Program Compliance No. 129, series of 2023	January 21, 2022
	Doctor in Information Technology	Certificate of Program Compliance No.173, series of 2023	March 25, 2022
College of Teacher Education and Technology	Bachelor of Early Childhood Education	CHED Regional Office Order No. 018, series of 2022	June 20, 2022
	Bachelor of Elementary Education	CHED Regional Office Order No. 017, series of 2022	June 20, 2022
	Bachelor of Secondary Education, major in: - English - Filipino - Mathematics	CHED Regional Office Order No. 016, series of 2022	June 20, 2022
	Bachelor of Special Needs Education	CHED Regional Office Order No. 019, series of 2022	June 20, 2022
	Bachelor of Science in Information Technology	CHED Regional Office Order No. 021, series of 2022	July 01, 2022

College	Program	CHED Regional Officer Order	Issued Date
	Bachelor of Technical-Vocational Teacher Education - Agricultural Crop Production - Animal Production	CHED Regional Office Order No. 013, series of 2022	May 24, 2022
College of Technology	Bachelor of Science in Industrial Technology, major in: - Automotive Technology - Electrical Technology - Electronics Technology - Mechanical Technology	Certificate of Program Compliance Nos. 033, 011, 070, 034, series of 2021	August 10, 2021 (Automotive, Electrical, and Mechanical) September 07, 2021 (Electronics)
	Master of Industrial Technology	Certificate of Program Compliance No. 059, series of 2023	September 11, 2023
College of Engineering	Bachelor of Science in Geology	CHED Regional Office Order No. 004, series of 2023	May 15, 2023
TOTAL	43		

MALABOG EXTENSION CAMPUS

The University firmly believes in the power of education for peacebuilding during the post-conflict period to sustain the gains of the national government. The establishment of USEP-MEC in 2022 in Barangay Malabog, Paquibato District, Davao City, is a manifestation of the University's commitment to contribute to the peacebuilding initiatives and development programs of the Government, particularly in the Davao Region. The presence of USEP-MEC has enabled Indigenous Peoples (IPs) youth to cultivate their mindset and become self-reliant, responsible citizens.

As of 2023, USEP-MEC has recorded a total of 143 enrollees for the Second Semester of AY 2022-2023 and 262 for the First Semester of AY 2023-2024. These students are enrolled in two programs at the University: the Bachelor of Science in Agriculture Business and the Bachelor of Science in Entrepreneurship. The high number of enrollees signifies the successful establishment of USEP-MEC which highlights the positive impact it has on the lives of IPs, providing them with educational opportunities to cultivate skills and knowledge essential for their personal and community development.

Table 25. Number of Enrollees per program (2nd Semester | AY 2022-2023)

Program	Block A	Block B	Total
BS in Agribusiness	34	35	69
BS in Entrepreneurship	37	37	74
Total	71	72	143

Table 26. Number of Enrollees per program by gender (2nd Semester | AY 2022-2023)

Program	Male	Female	Total
BS in Agribusiness	29	43	69
BS in Entrepreneurship	31	43	74
Total	60	83	143

Table 27. Number of Indigenous People (IP) Enrollees per program by gender (2nd Semester | AY 2022-2023)

Program	Male	Female	Total
BS in Agribusiness	12	7	9
BS in Entrepreneurship	3	6	19
Total:	18	10	28 (19.58%)

Table 28. Number of Enrollees per program (1st Semester | AY 2023-2024)

Program	First Year	Second Year	Total
BS in Agribusiness	57	65	122
BS in Entrepreneurship	75	65	140
Total	132	130	252

Table 29. Number of Enrollees per program by gender (1st Semester | AY 2023-2024)

Program	Male	Female	Total
BS in Agribusiness	47	75	122
BS in Entrepreneurship	53	87	140
Total	100	162	262

Table 30. Number of Indigenous People (IP) Enrollees per program by gender (2nd Semester | AY 2022-2023)

Program	First Year	Second Year	Total
BS in Agribusiness	19	11	30
BS in Entrepreneurship	13	25	38
Total	32	36	68 (25.95%)

Table 31. Number of training and capacity building conducted

Title of Activity/Training/Capacity Building	Office-in-Charge	Date Conducted
Intellectual Property Awareness Seminar for Students	Knowledge and Technology Transfer Division	May 19, 2023
Bridging the Gap: Non-business Strand Students in Agribusiness and Entrepreneurship	Malabog Extension Campus	July 3 to 17, 2023
UAGC Group Counseling and Psychological Testing (2nd Semester of AY 2023-2024)	University Assessment and Guidance Center	April 13 & 14, 2023
Malabog Extension Campus (MEC) General Orientation	Malabog Extension Campus and Office of Student Affairs and Services	August 17, 2023
Nationwide Simultaneous Earthquake Drill Participation		September 7, 2023
Anti-sexual Harassment and Safe Spaces Act Orientation Seminar	Gender and Development and Office of the Legal Affairs	October 20, 2023
Anti-Single Use Plastic (AtSUP) Policy Awareness Seminar	Office of the Legal Affairs	October 20, 2023
UAGC Group Counseling and Psychological Testing (1st Semester of AY 2023-2024)	University Assessment and Guidance Center	November 11, 2023

COLLEGE EDUCATION BEHIND BARS

USEP, in collaboration with the Social Entrepreneurship Technology and Business Institute (SETBI), pioneered the establishment of the College Education Behind Bars (CEBB) - a groundbreaking initiative that provides a second chance to persons deprived of liberty (PDLs) in the Philippines since 2017. This program, the first of its kind in the country and Asia, enables PDLs at the Davao City Jail to pursue a degree from USEP while serving their prison sentences.

In October 2017, the Commission on Higher Education (CHED) formalized a Memorandum of Understanding with SETBI, indicating the potential nationwide expansion of the CEBB program.

With its successful implementation, several institutions engaged in benchmarking activities to explore the program's operation at USEP. One such institution is the Davao de Oro State College (DDOSC), which conducted a virtual benchmarking activity with USEP on June 7, 2023. Furthermore,

Occidental Mindoro State College (OMSC) embarked on a benchmarking visit to the University for the CEBB Program. This visit was held on September 14, 2023, at the College of Information and Computing (CIC) Conference Room in the IT Building at USEP's Obrero Campus. These benchmarking activities highlight the collaborative efforts and shared commitment to advancing innovative educational opportunities for incarcerated individuals.

In 2023, USEP recorded a total of 106 persons deprived of liberty (PDLs) currently enrolled in the Bachelor of Science in Agribusiness program. Additionally, during the 44th Commencement Exercise at Mintal Campus, one PDL successfully graduated and earned his degree.

Table 32. Number of students enrolled in CEBB as of 1st Semester of the Academic Year 2023-2024

Year Level	Number of Students
First Year	37
Second Year	29
Third Year	26
Fourth Year	14
Total	106

PAMULAAN CENTER FOR INDIGENOUS PEOPLES' EDUCATION

Since USEP-Pamulaan was established in 2006, 327 IP youth from various ethnolinguistic groups have completed their 4-year degree program at the University. This accomplishment highlights the commitment of USEP to providing valuable educational opportunities to IP communities and empowering the youth through higher education.

Table 33. Breakdown of PCIPE graduates from 2010-2023

Course	Year Graduated	Number of Graduates
Bachelor of Elementary Education	2010	10
Bachelor of Agricultural Technology	2010	20
Bachelor of Applied Anthropology	2011	27
Bachelor of Peace Education	2012	23
Bachelor of Elementary Education	2014	35
BS in Applied Anthropology	2015	33
Bachelor of Science in Social Entrepreneurship	2016	34
Diploma in Midwifery	2016	5
Bachelor of Agricultural Technology	2018	29
Bachelor of Science in Social Entrepreneurship	2019	34
Bachelor of Elementary Education	2019	20
Bachelor of Science in Pharmacy	2021	1
Bachelor of Science in Development Anthropology	2022	30
Bachelor of Science in Agricultural Business	2023	26
Total		327

To complement the academic education provided by USEP, the Pamulaan Center has innovated various modes of formal and non-formal learning sessions and training for the grantees to maximize their growth potential for their holistic development and become responsible and accountable agents of change for the self-determination of their communities. These sessions are guided by the five (5) pillars of Pamulaan's Transformational Leadership Program: Cultural Integrity, Environmental Responsibility, Socio-economic Sustainability, Grounded Spirituality, and Community Service.

From 2010 to 2023, PCIPE data shows 23 graduates who are now connected with various Civil Society Organizations/People's Organizations, 38 graduates have secured positions within government agencies, 14 graduates are employed in business corporations, five are self-employed, 11 are unemployed, one cannot be traced, and one graduate has passed away. In addition, 17 graduates are pursuing further studies such as Certification in Professional Education (CPE), Master's, and Doctorate degrees.

STUDENT ACHIEVEMENTS

The University has cultivated a vibrant and supportive university climate that promotes an environment where students can flourish and exhibit their diverse talents and skills, ensuring they realize their full potential. This conducive atmosphere has not only empowered students but also propelled the University to consistently excel in numerous off-campus competitions, earning recognition and accolades.

Table 34. List of awards received by the university through student activities/participations in 2023

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
Elizabeth Joy Quijano	Best Book of Short Fiction in Binisaya	41st National Book Award
Agila Esports - Joshua M. Macantan - Khent Bryan Omblero - Lorenzo M. De Gracia - Paul Clement N. Tan - John Vincent J. Chan	2nd Runner Up – Philippine Collegiate Championship (PCC) – Mobile Legends Bang Bang (MLBB) Tournament	Organized by Collegiate Center for Esports (CCE) Supported by the Commission on Higher Education (CHED) Friendship Games Hosted by Quezon City Government
	3rd Place – BAM Gaming Davao – Mobile Legends Bang Bang (MLBB) Tournament	BAM Gaming
	Champion – MSL Collegiate Cup (MCC) – National Esports Tournament for Mobile Legends Bang Bang (MLBB)	Moonton Student Leaders Philippines
Agila Esports - Joshua M. Macantan - Khent Bryan Omblero - Lorenzo M. De Gracia - Paul Clement N. Tan - John Vincent J. Chan - Kyle R. Flores - Charles David M. Bartolome	1st Place – Alliance Games – Mindanao in – Mobile Legends Bang Bang (MLBB) Tournament	AcadArena
Agila Esports - Hanah Pedres - Shemaiah Canullas - Lou Venise Baribar - Lesley Cayanong - Jessa Mae Jabay	Champion – All Girls Open Division – Tournament for a Cause – Mobile Legends Bang Bang (MLBB)	Holy Cross of Davao College Esports
Agila Esports - Joshua M. Macantan - Khent Bryan Omblero - Lorenzo M. De Gracia - Paul Clement N. Tan - Lester Realista	Champion – Open Division – Tournament for a Cause – Mobile Legends Bang Bang (MLBB)	Holy Cross of Davao College Esports

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
Agila Esports - Kim Hilbert Bartuline - Fletcher Deniega - Caryl June Julom Chavez - Divino Ray Placencia - Grant Ameil Gocon	3rd Place – ZeusX Year-End Tournament – DOTA 2	ZeusX Esports
Agila Esports - Jharel C. Bentic - Edver John T. Tormis - Bridgette Nicolette C. Manliguez - Kurby Bryle Hibionada	Champion – Barangay Huddle: Call of Duty Mobile event	The official CODM PH, in partnership with Davao Esports Enthusiast Association (DEEA) and LI
John Isaack B. Amparado	Table Tennis (Men’s Team Event) – Bronze Medalist	2023 National State Universities and Colleges Athletic Association (NSUAA) Games
College of Information and Computing (CIC)	2nd Runner Up – PSITS XI Festival of Talents 2023	Philippine Society of Information Technology Students (PSITS) Region XI
- Kim A. Jada-ong - Kelia Hazel D. Abadia - Henery Jose M. Abarcar - Lara Mae Kaila Y. Calpo - Alexandria Eloise F. Benagua	3rd Place – 8th Digital Marketing Competition – VisMin 2023	University of San Carlos – Business Administration Department and Integrated Marketing Association for Growth and Excellence (IMAGE)
- Kim A. Jada-ong - Marie Clare N. Esmedullar - Ma. Crystelle Louise L. Caputo	2nd Runner Up (Quiz Bowl Competition) – 10th Marketing Wars	Philippine Marketing Association and Federation of Junior Marketing Associations
- Kimberly Simbrano - Cyrone Dale Tampico - Ronan Francis Ausin - Vincent David - Allen Rhoe Pueblo - Kimberly Jane Arellano - Jude Raven Atta - Craig Barney Castillo - Arnheal Kinontao - Jireh Kryzelle Gabuya Pascua	Champion – 1st Regional Technical Skills Competition	Institute of Integrated Electrical Engineers – Regional Council of Student Chapters (Southern Mindanao Region)
- Chavez, Mark David P. - Bilan, Kenth Peter John P. - Chavez, Caryl June J. - Enguito, Kayle Joseph C. - Labor, Joseph Vladimir P.	Champion – 22nd Regional Math Wizard	Institute of Integrated Electrical Engineers – Regional Council of Student Chapters (Southern Mindanao Region)
- Chavez, Mark David P. - Mamalia, Harris John R. - Salagoste, Klaython John R. - Tagulob, Shane Angelo A. - Enguito, Kayle Joseph C.	4th Place – 36th Regional Quiz Show	Institute of Integrated Electrical Engineers – Regional Council of Student Chapters (Southern Mindanao Region)
- De Isidro, Neil Mark L. - Lumaya, Gideon Christian A. - Mamalia, Harris John R. - Osabel, Lorenzo Emmanuel S. - Simbrano, Kimberly A. - Tampico, Cyrone Dale A.	Champion – 9th National Clash of Intellectuals in Engineering Sciences and Allied Subjects	Institute of Integrated Electrical Engineers – Council of Student Chapters

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
Lilian Grace L. Dawatan	- IT Olympiad 2023 - IT Pitching Champion (Team Category) - AGILab Innovation Bootcamp Challenge -2nd Runner Up (Team Category representing CIC)	Philippine Society of IT Educators (PSiTE) XI Davao Region USEP AGILab
USEP Harmonia Polifonica Chorale	2 Gold Diplomas for the Folk Song and Mixed Choir	5th Andrea O. Veneracion International Choral Festival (AOVICF)
Ian C. Villegas	- Triple Jump Silver Medalist - Long Jump Bronze Medalist	2023 National State Universities and Colleges Athletic Association (NSUAA) Games
Leigh L. Taba	- Most Outstanding Delegate to Model United Nations (MUN)- Honorary Delegate of the People's Republic of China - Asia Youth International Model United Nations - Honorary Delegate of the Argentine Republic	Model United Nations 2023 Asia Youth International Model United Nations (AYIMUN) 2023 - Kuala Lumpur, Malaysia
Ma. Nehlia Angela A. Navales	Asia Youth International Model United Nations - Honorary Delegate of the Republic of Singapore	Asia Youth International Model United Nations (AYIMUN) 2023 - Kuala Lumpur, Malaysia
Karl Fritze S. Sampiano	Winning the Call for Theme: "Strengthening Science-Based Innovation and Legislation: The Key Towards Sustainable Post-Pandemic Pest Management"	55th Annual Anniversary and Annual Scientific Conference Management Council of the Philippines, Inc.
Keith Orillo Ulangkaya	- Asia Youth International Model United Nations - Honorary Delegate of the Republic of Senegal 7TH PLACE in PAGSULAT NG SANAYSAY (Mindanao-Wide) 2ND PLACE in PAGSULAT NG SANAYSAY (for Region XI) - CHAMPION in DAGLIANG TALUMPATI - CHAMPION in BATTLE OF THE BRAINS 2ND PLACE in SHORT AND SWEET PLAY - DIALOGUE 2ND PLACE in SHORT AND SWEET PLAY - RADIO DRAMA	Asia Youth International Model United Nations (AYIMUN) 2023 - Kuala Lumpur, Malaysia Mindanao Association of State Tertiary Schools (MASTS) Socio-Cultural Competition 2023 - Kabacan, North Cotabato College of Education Festival 2023 USEP Intramurals 2023 National Arts Month 2023
- Arsonillo, Mona A. - Bacay, Gianne P. - Bolo, Princess Nicole T. - Bongato, KC M. - Bueña, Daniela P. - Cal, Jenifer O. - Castañeda, Hanah Julian L. - Cimafranca, Gabriel - Dawatan, Lilian Grace L.	CHAMPION - PSITS XI: Interschool Short Film Festival 2023	Philippine Society of Information Technology Students (PSITS) Region XI

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
- Dialing, Vincent - Diez, Peaches Ann A. - Egos, Earl Lemuel - España, Keilah Maira L. - Espina, Eden Rhey - Espino, Ferdauz G. - Estrellada, Sarah Mae J. - Garcia, Sharrissa Bianca N. - Gepiga, Rovic S. - Huna, John Lloyd L. - Lampara, Jay - Locsin, Samantha Aprille V. - Manlangit, Xnea R. - Marino, Avril Therese A. - Morales, Rolyn - Obafial, Rinee Frances - Pacatang, Kyrene Dale T. - Pelandas, Alejane O - Simene, Dynill Quine - Yap, Shaneshia		
Cindy Clair M. Repulidon	5th place in Extemporaneous Speaking- MASTS 2023 7th place in Storytelling- MASTS 2023 Champion in Extemporaneous Speaking Champion in Extemporaneous Speaking Champion in Storytelling- CEd Fest 2023 Champion in Craft 146- USEP Intramurals 2023	Mindanao Association of State Tertiary Schools Association (MASTS) 2023 Mindanao Association of State Tertiary Schools Association (MASTS) 2023 USEP Gender and Development Women's Month 2023 USEP Cultural Affairs Unit Art's Month 2023 USEP College of Education Festival 2023 USEP Intramurals 2023
John Rey B. Pagal	11th place in Essay writing- MASTS 2023	Mindanao Association of State Tertiary Schools Association (MASTS) 2023
Gene Belle Lawas	1st place in Artistic Photography- MASTS 2023	Mindanao Association of State Tertiary Schools Association (MASTS) 2023
John Mar Carlos Tajado	5th place in Dagliang Talumpati- MASTS 2023	Mindanao Association of State Tertiary Schools Association (MASTS) 2023
Charles David Bartolome	1st Place - Alliance Games - Mindanao in - Mobile Legends Bang Bang (MLBB) Tournament 2023 6th place - In Situ Painting- MASTS 2023 1st Runner Up - Pencil Drawing - Hudyaka 2023	AcadArena Mindanao Association of State Tertiary Schools Association (MASTS) 2023 USEP - Organized by University Student Government

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
- Idol, JV Bryan S. - Mahinay, Marjhon - Castillon, Mervin	2nd Runner Up- AGILAB Innovation Pitching Competition	USEP AGILAB
- Lyle Joyce Saturinas - Mayra Flor Toledo - Jyreen Fabiah Santillan - Axelvhox Ompod - Rocky Rodriguez	Champion – 23rd Inter-Collegiate Finance Competition (ICFC) Elimination Round Participant – 23rd ICFC Final Round	Finance Executives in the Philippines in Partnership with JP Morgan
- Axelvhox Ompod - Jyreen Fabiah Santillan - Lyle Joyce Saturinas	2023 PICPA – Davao Chapter Annual Inter-School Accounting Quizbowl Champion – All Boards Subject	Philippine Institute of Certified Public Accountants – Davao Chapter
- Jaylou Antipuesto - Kent Kaizer Deocampo - Jade Pineda	2023 PICPA – Davao Chapter Annual Inter-School Accounting Quizbowl Champion – Basic Financial Accounting and Reporting	Philippine Institute of Certified Public Accountants – Davao Chapter
Fundal, Christan Ian	Pagkukuwento Champion Pagkukuwento 6th place Pagkukuwento 5th Radio Drama Solo 3rd place Radio drama Solo 1st runner-up	USEP Intramurals 2023 MAST 2022 MAST 2023 MAST 2022 NATIONAL ARTS MONTH 2023
- Balaga, Keith Maurice - Balili, Shaira Mae - Banzuelo, Al Wilson - Cañada, Gwenny Jane - Catalan, Elmer John - Cimafranca, Gabriel - Colita, Ryu - Diva, Divine Arville - Gepiga, Rovic - Helorentino, Rey - Mamacos, Laarnie - Marqueda, John Winnie - Mundal, Christian - Ramos, Diosdado Isaac - Santos, Deane Benjie	Champion PSITS XI- Movie Trailer Spoof	Philippine Society of Information Technology Students (PSITS) Region XI
- Princess Jean F. Gregorio - Ana Fee Teringtering - Jasper Pedrit	3rd Runner-up – New Idea Wars : 10th Marketing Wars	Philippine Marketing Association Federation of Junior Marketing Association
Kyle John C. Gomez	1st place in Visual Arts Pencil Drawing – Culture and Arts (MASTS 2023)	Handurawan
Jahzeel Nicole E. delos Reyes	1st Runner up – Vocal Solo (E-ntramurals 2022) - Champion – Vocal Solo (National Arts Month 2022) - Champion – Vocal Duet (Buwan ng Wika 2022) - CEd Champion – Vocal Solo(CEd Fest 2023) - Top 7 Overall – Vocal Duet (MASTS 2022)	Guild of English Major Students

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
ISKa Films - Ralph Lanaban - Yunah Monique Gella - Ma. Nehlia Angela A. Navales - Almpril Kellyn Odiong - Arthur Pantastico - Jeffry Cabilogan - Christine Jane Miedes - Micah Florida - Arjay Requina - Clarence Rey Calud - Jerson De Guzman - Abigail A. Cantiberos	National Art's Month Hamtong (CEd) - Champion (University-wide)	Cultural Affairs Unit
ISKa Films - Ralph Lanaban - Yunah Monique Gella - Ma. Nehlia Angela A. Navales - Almpril Kellyn Odiong - Arthur Pantastico - Argeline Lascaña - Jeffry Cabilogan - Miko Alvarez - Christine Jane Miedes - Micah Florida - Arjay Requina - Clarence Rey Calud	IACAT XI - Short Film Competition Kolorete (USEP) - Top 6	CAU Film Arts - ISKa Films
Paulene Yesabelle Papaya	4th Runner-up - Vocal solo Competition : 10th Marketing Wars	Philippine Marketing Association Federation of Junior Marketing Association
James O. Ga-as	4th Runner-up: 27th Philippine Statistics Quiz	Philippine Statistics Authority and the Philippine Statistical Association, Inc.
Civil Engineering Students Association (CESA)	1st runner up in Engineering week: Engkanto Wars Street Dance Competition	COE LC
Justine Jean Ledres	Champion in Spoken Poetry (College of Education Festival, 2023)	Organized by College of Education Local Council for CEdFest 2023
College of Engineering: - Russel Simon Emanuel Diez - John Dale Iroy - Maria Nicole Magbanua Sarona - Nicole Jalipa - Clarence Labuan - Clarence Obelidhon - Sittie Tula - Runnel Jr. Mabayo - Niel Bañacia - John Dave Tulang - Jechrist Jumud - Joey Roena - Winnie Capundag	Champion in Street Dance Competition (Hudyaka 2023)	Organized by the University Student Government

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
College of Education: - Abigail A. Cantiberos - Desiree Grace Gulay	CEd Champion- Vocal Duet	College of Education Festival 2023
College of Education: - Ma. Nehlia Angela A. Navales - Almpril Kellyn Odiong - Abigail A. Cantiberos - Darlyn Sumelhig - Queenie Calapre - Pauline MaFaye Guillen	3rd Runner Up- Short and Sweet Play (Musical)	MASTS 2022
- Kristina Y. Perez - Lestat Louis C. Ariola	MCITS IT Olympiad 2023IT Quiz Bowl - CHAMPION	Philippine Society of IT Educators (PSiTE) XI Davao Region
Jhon Andro E. Jarovilla (Association of Geology Students)	2nd Place - Coconut Advertisement Video Contest (37th National Coconut Week)	Philippine Coconut Authority (PCA)
- Karryl Faith Mission - Ej Kristel Polinar - Xeenah Frances Busog - Darlene Joy Altivo	CBA VOLLEYBALL 1st Runner Up CBA CHEERS AND YELLS 1st Runner Up	2023 College of Business Administration Festival
Julienne Ashanti Dalumpines	SCUAA Table Tennis (Women's Team Event) - Qualifier BSCUAA Table Tennis (Women's Team Event) - Finalist	2023 State Universities and College athletic association (SCUAA) 2023 National State Universities and Colleges Athletic Association (NSCUAA)
College of Information and Computing: - El John T. Dajang - Joshua B. Besana - Dave L. Prado - Dansalan, Nicole Angelo C.	MCITS IT Olympiad 2023 Bronze : Game Application Pitching event 6th place in Group Contemporary - MASTS 2023 Champion in Solo Contemporary Competition (Hudyaka 2023)	Philippine Society of IT Educators (PSiTE) XI Davao Region Mindanao Association of State Tertiary Schools Association (MASTS) 2023 Organized by University Student Government
College of Information and Computing Novem Terante	MCITS IT Olympiad 2023Bronze: Digital Drawing Contest	Philippine Society of IT Educators (PSiTE) XI Davao Region
- Brylle James Sanoy - Fritzie B. Lor - Syramae F. Siva	MCITS IT Olympiad 2023 IT Research Project - SILVER	Philippine Society of IT Educators (PSiTE) XI Davao Region
- Denver Fred A. de Gracia - Andrew Kenan Songahid - Nikko L. Maniwang	MCITS IT Olympiad 2023 Project Exhibit - SILVER	Philippine Society of IT Educators (PSiTE) XI Davao Region
- Jaylou D. Antipuesto - Francis James Gillo	ChampionQuiz Bowl - 44th USEP Foundation	USEP - Organized by University Student Government
- Jaylou D. Antipuesto - Francis James Gillo - Flory Padillo - Alyzza Real Dumangas	2nd PlacerQuiz Bee - Women's Month	Women's Month Celebration Organized by University Student Government

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
Edrian V. Cadorniga	3rd Place – Marketing Ambassador: 10th Marketing Wars	Philippine Marketing Association Federation of Junior Marketing Association
Rinee Frances Obafial	Champion – Bb. at Ginoong USeP 2023 (Intramurals 2023)	USeP – Organized by University Student Government
- Bedolido, Christine C. - Pieza, John Vincent N.	Champion – Quiz Bowl Competition (Hugyaw 2023: CEd Festival). Champion – Quiz Bowl Competition (Hudyaka 2023: USeP Intramurals).	College of Education Organized by the University Student Government
- Booc, Gabriel Emanuel - Ellaga, Jesel Mae C.	Mr. & Ms. ATVEDS 2023	ATVEDS FESTIVAL 2023
- Brian B. Delatorre - Rey Angelo S. Carbilledo Jr. - Lehnard Mhel P. Leopardas	2nd Runner Up – Mega Challenge Regional Cup Quiz Bowl	Engineering Mastery: UM ACES–JPICE Regional Civil Engineering Summit
- Kevin Paul S. Salinas - Rodrigo L. Paladisan Jr. - Alfred Y. Matildo Jr.	Champion – Quiz Bowl Competition (CASadya 2023) 4th Place – Quiz Bowl Competition (Hudyaka 2023: USeP Intramurals)	College of Arts and Sciences Organized by the University Student Government
- Dr. Xennie Y. Tupas - Sharlyn Diaz - Marbiejun Bulan - Haily Marie Lavilla	Silver Award in the Western Cuisine Challenge Category Silver Award in the Creative Breakfast Challenge Bronze Medal in the Young Chef’s Challenge	6th Davao Culinary Cup 2023
Karl Fritze Sampiano	Awardee for the Call for Theme Award	55th Pest Management Council of the Philippines (PMCP) 55th Anniversary and Annual Scientific Conference
Quizbowl - Lestat Louis C. Ariola - Kristina Y. Perez Pitching - Lilian Grace L. Dawatan - Keilah Maira L. España - John Paul T. Villaverde - Aaron Mark F. Bales - Vincent B. Dialing - Vonn Cedrick B. Escodero Game App Pitching - Dave Prado - Joshua Besana - El John Dajang Digital Drawing - Novem Terante	Champion Champion: HomEase 1st Runner Up: TaskHive 2nd Runner Up: DaMath 2nd Runner Up	Mindanao IT Olympiad and Mindanao Conference for Information Technology Students (MCITS) 2023 by PSITE XI and CDITE XI

Name of Student/Individual	Award/s	Council/Organization/Award Giving Body
Poster Presentation - Fritzie B. Lor - Brylle James Sanoy - Syramae F. Siva	1st Runner Up: Classifying Cavendish Banana Maturity	
Project Exhibit - Andrew Kenan Songahid - Denver Fred A. de Gracia - Nikko L. Maniwang	1st Runner Up: FishDash	

CAREER AND ALUMNI CENTER

The University's commitment to its students transcends the conferral of degrees and extends into their professional journeys. Recognizing the significance of ongoing support, the University remains dedicated to nurturing its alumni, even as they embark on their professional paths. However, maintaining and strengthening an extensive alumni network poses inherent challenges.

Despite these challenges, USEP proactively addresses this by leveraging the efforts of the Career and Alumni Center (CAC). With its commitment to building a robust alumni network, CAC spearheads several initiatives and activities. These are designed to provide graduating students and alumni with opportunities for professional advancement, networking, and continuous growth.

Table 35. List of Career and Alumni Center Activities in 2023

No.	Name of the activity	Rationale	No. of Participants	Date Conducted
1.	College Alumni Coordinators' Orientation	CAC organized a College Alumni Coordinators' Orientation on February 17, 2023, at the University Training Hall. This activity aims to help the Alumni coordinators understand their functions in performing their designation. Also, this is a jumpstart to strategically achieve the expected outputs from the office and improve the delivery of quality service to the university and its alumni.	17	February 17, 2023
2.	Initial Meeting for the Creation of the Tool (Tracer)	CAC scheduled an initial meeting for the creation of the tool in line with the PEO and PGO of the different colleges to be used as requested by the various accrediting bodies on February 22, 2023, at the University Dining Hall.	10	February 22, 2023
3.	San Pedro College Benchmarking to USEP Career and Alumni Center	The San Pedro College conducted a benchmarking activity on March 9, 2023, at the Training Hall. The activity aims to know the best practices and to garner ideas on existing programs for the Alumni.	15	March 9, 2023
4.	USEP CAC External Campus Sit-down Meeting	CAC organized a visit to have sit-down meetings with their CAC Coordinator on March 14, 2023. The meeting aims to discuss the implementation of Career Enhancement Activities for our graduating students from the external campus.	6	March 14, 2023

No.	Name of the activity	Rationale	No. of Participants	Date Conducted
5.	Workshop on Development of Tracer Study Tool and Program Evaluation	CAC conducted a Workshop on Development of Tracer Study Tool and Program Evaluation on March 20, 2023, at the Ritz Hotel at Garden Oases. The workshop aims to develop an instrument for tracer study and program evaluation. This will be utilized to track our alumni straightforwardly, to distinguish our graduate's employability as well as the employer's feedback, and to evaluate and assess offered programs of the University with regards to the attainment and application of program indicators.	96	March 20, 2023
6.	Career Advisor's Training	CAC conducted a Career Advisor's Training on March 21, 2023, at the University Dining Hall. The training aims to equip and empower the career advisors in their job performance relevant to career enhancement programs for the students. Assess and evaluate the level of commitment and involvement in CAC endeavors. Set effective goals aligned to the needs of the University and learn strategies to achieve indicators requested by the accrediting bodies.	20	March 21, 2023
7.	Meeting on the Progress of Program Evaluation Template	CAC conducted a follow-up meeting on the Program Evaluation Template on March 24, 2023, via Google Meet. The meeting aims to present the developed tool based on the submitted template by the program heads of the colleges. Also, the meeting discusses the research proposal of the office in collaboration with the Research Division.	15	March 24, 2023
8.	USEP & Jobs Global Employment Services Partnership Meeting	CAC scheduled a meeting with Jobs Global Employment Services on March 28, 2023, via Zoom. The meeting aims to introduce the company's client Americana Restaurant and to further discuss the career program they will offer to the graduating students at the University.	5	March 28, 2023
9.	Alumni Survey Tool Presentation	CAC scheduled a meeting with the College Alumni Coordinators and R&DD Director on April 5, 2023, via Google Meet. The meeting aims to present the developed tool embedded with the information needed per program which will be used for tracer dissemination and research purposes.	12	April 5, 2023
10.	Meeting with SDMD (USEP Connect)	CAC conducted a meeting with the Systems and Data Management Division (SDMD) on April 20, 2023, at the CIC Conference Room. The meeting aims to discuss the development of the USEP Connect, an online platform intended to provide support to students and alumni in their career development. Also, to track and study the USEP alumni performance after they graduate from the University.	8	April 20, 2023

No.	Name of the activity	Rationale	No. of Participants	Date Conducted
11.	Career Advisors Online Meeting	CAC scheduled a meeting with the Career Advisors on April 25, 2023, via Google Meet. The meeting targets to discuss the preparation and implementation of the Career Advising session for the students at the University.	9	April 25, 2023
12.	Pre-Employment Seminar for Local Applicants (PESLA)	CAC conducted a Pre-Employment Seminar for Local Applicants (PESLA) on May 9 and 11, 2023 at the University Social Hall. The activity aims to promote career success among the graduating students to prepare them for the world of work and to be knowledgeable and capable of meeting the latest trends in employment.	15	May 9 and 11, 2023
13.	Career Fair Preparation	CAC scheduled a meeting with the College Alumni Coordinators and PESO-Davao on May 25, 2023, at the University Dining Hall. The meeting aims to present the plans for the upcoming career fair.	25	May 25, 2023
14.	Resume Café	CAC conducted a Resume Café for all graduating students at the University on May 29, 2023, at the USeP Social Hall. The activity aims to help the students review and critique their resumes and provide valuable inputs in their interview performance for their future job applications.	634	May 29, 2023
15.	University Career Fair	CAC conducted a Career Fair on June 6-7, 2023, at the USeP Gymnasium and Cultural Center. The activity promotes and looks beyond career success among the graduating students and alumni of the University. Also, the activity will look forward to the actual hiring of applicants to achieve the provision of employment opportunities.	755	June 6-7, 2023
16.	Pre-Employment Seminar for Local Applicants (PESLA) & Mock Interview Tagum-Mabini Campus	CAC conducted a Pre-Employment Seminar for Local Applicants (PESLA) & Resume Café on June 13, 2023, at the USeP Gymnasium and Cultural Center. The activity promotes and looks beyond career success among the graduating students and alumni of the University. Also, the activity will look forward to the actual hiring of applicants to achieve the provision of employment opportunities.	130	June 13, 2023
17.	Career Fair Tagum-Mabini Campus	CAC conducted a Career Fair on June 15, 2023, at the USeP Gymnasium and Cultural Center. The activity promotes and looks beyond career success among the graduating students and alumni of the University. Also, the activity will look forward to the actual hiring of applicants to achieve the provision of employment opportunities.	301	June 15, 2023

No.	Name of the activity	Rationale	No. of Participants	Date Conducted
18.	Pre-Employment Seminar for Local Applicants (PESLA) & Resume Café Mintal Campus	CAC conducted a Pre- Pre-Employment Seminar for Local Applicants (PESLA) & Resume Café on June 6-7, 2023, at the USEP Gymnasium and Cultural Center. The activity promotes and looks beyond career success among the graduating students and alumni of the University. Also, the activity will look forward to the actual hiring of applicants to achieve the provision of employment opportunities.	149	June 19-20, 2023
19.	Career Fair Mintal Campus	CAC conducted a Career Fair on June 21, 2023, at the USEP Gymnasium and Cultural Center. The activity promotes and looks beyond career success among the graduating students and alumni of the University. Also, the activity will look forward to the actual hiring of applicants to achieve the provision of employment opportunities.	139	June 21, 2023
20.	Initial Analysis, Interpretation, and Writing of the Alumni Tracer Report	CAC, in coordination with the Research & Development Division, conducted a meeting, Initial Analysis, Interpretation, and Writing of the Alumni Tracer Report on June 13-14, 2023, at Rooms 308- 309, 3rd Floor of the College of Education Building. The meeting aims to analyze and interpret the results from the tracer study and develop the report for the Alumni Tracer. Also, this activity will significantly contribute to the office's strategic output and enhance the provision of high-quality services to University graduates and alumni.	75	June 13-14, 2023
21.	CAC Portal Mockup/Prototype Presentation.	The Systems and Data Management Division (SDMD) conducted a meeting with the CAC Team on June 16, 2023, at the CIC Conference Room. The meeting aims to present the progress of the USEP Connect, and the plans once the system is relaunched.	8	June 16, 2023
22.	Visit of HCA Immigration Limited	CAC scheduled a courtesy call with HCA Immigration Limited last August 16, 2023. HCA Immigration Limited is a renowned immigration company based in New Zealand. CAC, led by the Director, Dr. Mary Ann C. Cacananta, warmly welcomed the company representatives and the CEO of Vision College based in New Zealand, Mr. Rey Pickett at the RDE Conference Room. The purpose of this visit/meeting is to explore the possibility of collaboration between the University and HCA Immigration Limited.	15	August 16, 2023
23.	CAC Mid-year Planning and Evaluation (January – June)	CAC scheduled a CAC Mid-year Planning and Evaluation (January–June) on September 7, 2023, at Mergrande Ocean Resort. The purpose of this planning was to consolidate and come up with a comprehensive report on the activities and accomplishments of the office and to develop career programs and activities as proactive interventions on the gap identified from the tracer study.	30	September 7, 2023

No.	Name of the activity	Rationale	No. of Participants	Date Conducted
24.	Workshop for the Development of Institutionalized Employers' Satisfaction Survey Tool	CAC scheduled a Workshop for the Development of Institutionalized Employers' Satisfaction Survey Tool on September 8, 2023, at Mergrande Ocean Resort. The purpose of the workshop was to distinguish the employer's feedback on the performance of USEP graduates and alumni in their chosen field of work and to help CAC and alumni coordinators be knowledgeable on the industry's latest trends in terms of hiring professionals.	30	September 8, 2023
25.	CAC Online Platform Presentation	CAC scheduled a CAC Online Platform Presentation on September 20, 2023, at the CIC Conference Room. The purpose of the presentation is to assess and evaluate if the CAC online platform does not duplicate the Jobs180.com and resume links.	10	September 20, 2023
26.	Meeting/Orientation on Data Analysis	CAC scheduled a Meeting/Orientation on Data Analysis on November 15, 2023, at the RDE Conference Room. This activity was done to equip data encoders/enumerators with the necessary skills to effectively organize and analyze data for the ongoing Tracer Study and Employers' Feedback on Job Performance of the Graduates of the University of Southeastern Philippines. By imparting data analysis techniques, this will not only empower our research team but also ensure the quality and integrity of data, ultimately contributing to the success and credibility of the research project.	30	November 15, 2023
27.	Effective Communication Workshop	The CAC office scheduled an "Effective Communication Workshop" for all third-year students from the College of Engineering and College of Technology on November 16 - 17, 2023 at the University Hostel Training Hall. This activity was designed to enhance students' communication skills, including verbal and non-verbal communication, active listening, and the ability to convey messages clearly and confidently. This will be a jumpstart to strategically achieve the expected output from the office and improve the delivery of quality services to university graduates and alumni.	60	November 16 - 17, 2023
28.	Industry Forum	CAC scheduled an Industry Forum for all fourth-year students from the Obrero Campus on November 30 and December 1, 2023, at the University Social Hall. This activity was designed to bring together industry players, students, and alumni from various sectors to foster collaboration, knowledge sharing, and networking opportunities. This activity permits the participants to have the chance to engage in panel discussions and networking sessions, enabling them to gain insights, make valuable connections, and explore career opportunities.	1,660	November 30 and December 1, 2023

No.	Name of the activity	Rationale	No. of Participants	Date Conducted
29.	Resume Café at USeP Tagum-Mabini Campus	CAC in coordination with the Guidance Office of the University of Southeastern Philippines Tagum-Mabini Campus conducted a mock interview on December 1, 2023, at USeP Tagum-Mabini Campus. The activity was done to help all graduating students manage their job search and make it a fulfilling and life-changing one.	163	December 1, 2023
30.	CAC Year-end Meeting	CAC scheduled a Year-end Meeting on December 22, 2023, at the Career and Alumni Center Office. The meeting was done to review and celebrate the successes and milestones achieved throughout the year, recognizing the hard work and dedication of the team. Also, to engage in strategic discussions to outline goals, objectives, and initiatives for the upcoming year.	15	December 22, 2023

UNIVERSITY-WIDE CAREER FAIR

Table 36. Number of hired job seekers during the University-wide Career Fair

No.	Activity	Campus	Number of Hired Job Seekers	Date Conducted
1.	USeP Career Fair 2023	Obrero	20 Hired on the Spot	June 16-17, 2023
2.	USeP Career Fair 2023	Tagum-Mabini	11 Hired on the Spot	June 15, 2023
3.	USeP Career Fair 2023	Mintal	6 Hired on the Spot	June 21, 2023



RESEARCH, DEVELOPMENT, AND EXTENSION

Transforming Lives Through Research and Innovation

The University is committed to transforming individuals' lives through education and training, striving to enhance the quality of life in Mindanao communities and beyond. To achieve this, the University actively engages in several Research, Development, and Extension (RDE) programs, activities, and projects, all made possible through collaboration with various funding institutions.

In the year 2023, USEP completed 35 research initiatives, with an additional 58 programs, projects, or studies currently underway, amounting to P72,385,460.77. Notably, 35 of these endeavors were internally funded, securing P4,106,406.00, while 23 received external funding totaling P68,279,054.77 and AUD181,250.

In the area of research, the University established collaborations with 10 government agencies, one international organization, and two industries. Two of its research outputs are actively utilized by industries, underscoring their practical impact. Moreover, USEP takes pride in 37 research publications featured in refereed journals, accumulating a noteworthy 54 citations.

A commendable 70.31% of the University's regular faculty members, across campuses, actively engage in research. This involvement serves as a testament to our commitment to advancing knowledge. Looking ahead, USEP aspires to witness a significant increase in faculty participation to further promote a culture of continuous research excellence in the coming years.

Table 37. Externally-funded research programs/projects/studies in 2023

No.	Project Title	Implementing College/School	Amount	Funding Agency
1.	Information Technology Education Human Resource Capacity Building through Special Research Interest Groups	CIC	1,500,000.00	CHED
2.	Inter-consortia Convergence in Socio-Economic R&D Institutionalization of the Socio-Economic Research and Data Analytics Centers in Consortia Operations	CAEc	1,601,619.00	DOST-PCAARRD
3.	An Integrated Management Response to the Spread of Fusarium Wilt of Banana in Southeast Asia (ACIAR Phase 2)	CARS	AUD181,250	ACIAR
4.	Program SHIELD: Repositioning Instructional Triad Towards Responsive and Transformative BARMM HEIs	CTET	10,000,000.00	CHED
5.	Creating Supplemental References Integrating Bangsamoro History and Culture: Development and Publication of Research Based Anthology Modules)	CDM	10,000,000.00	CHED
6.	Pest and Disease Incidence and Severity in Falcata Plantations in Mindanao	CARS	5,779,862.53	DOST-PCAARRD
7.	Publication of Indigenous Knowledge System and Practices on Disaster Risk Reduction and Management of Selected Indigenous People Groups in Davao Regions	CDM	5,000,000.00	CHED
8.	Infrastructure-Soil Interaction and Land-Usage Assessment for New Development (ISLAND), Under Building Research and Innovation Developmental Goals for Engineering SUCs (BRIDGES)	CoE	624,375.00	CHED

No.	Project Title	Implementing College/School	Amount	Funding Agency
9.	ChicIoT: An IOT-Based Smart Poultry Building Environment and Growth and Health Status Monitoring and Modelling	CoE	4,768,038.00	DOST
10	Near-Real Time Monitoring of Banana Nutritional Status and Yield Forecasting Using Airborne Multispectral Imaging	CTET	5,000,000.00	DOST-PCAARRD
11.	Bacteriocin from Fermented Durian Rinds to Prevent Food Safety Issues	CAS	1,119,999.40	DOST-PCHRD
12.	Impact Assessment of the Phil LiDAR Program	CAEc	2,218,354.17	DOST-PCIEERD
13.	Impact Assessment of the PCIEERD Infrastructure Development Program	CAEc	1,422,851.65	DOST-PCIEERD
14.	Development of the Philippine Groundwater Health Index (PGHI) for Monitoring Groundwater in Agricultural Areas	CAS	161,250.00	DOST
15.	Development of Traceability System for Cacao in Southern Philippines	CBA	5,000,000.00	DOST-PCAARRD
16.	Region 11's Climate Risk Vulnerability Assessment (CRVA) Targeting and Prioritization for the Adaptation and Mitigation Initiative in Agriculture (AMIA) for the Province of Davao del Norte, Davao de Oro, and Davao Occidental	CDM	3,000,000.00	DA-RFO11
17.	Near Real-Time Tracking Using GIS and Thermal Sensing Technology for FOC TR4 Detection and Prediction Dispersal in Banana	CARS	4,999,968.00	DOST-PCAARRD
18.	Feasibility Study of Integrating MonCAST as Davao de Oro State College, Monkayo Branch	CBA	300,000.00	Local Government of Monkayo
19.	Impact Assessment of the National R&D Initiatives for Seaweeds with Focus on the DOST-funded Seaweeds R&D Program	CAEC	4,999,792.75	DOST-PCAARRD
20.	Physical Characterization and Modelling of Sediment Transport Processes in Taplan River Watershed: Implications on River Erosion and Deposition	COE	721,500.00	Sagittarius Mines, Inc.
21.	Impact Assessment of the Project on Development of SustainableBreeder Philippine Mallard Duck (PMD) Production System	CAEC	3,061,444.27	DOST-PCAARRD
22.	Development of Smart Post-Harvest Processing Facility for Cacao Beans at Biao Agrarian Reform BeneficiariesCooperative (BARBCO)	CoE	5,000,000.00	DOST
23.	Impact Assessment of the PAYapa at MASaganang PamayaNAn (PAMANA) Program in the Davao Region: CPP/NPA/NDFP Conflict Line	CAEC	2,000,000.00	NEDA

Table 38. Internally-funded research programs/projects/studies in 2023

No.	Project Title	Implementing College/School	Amount
1.	Development of Quality Evaluation of Yoghurt Ice Cream with Banana and Mushroom	CARS	50,000.00
2.	Antifungal Activity of Different Weed Leachates against <i>Fusarium oxysporum</i> f. sp. <i>cubense</i> Tropical Race 4 (Foc TR4) causing Fusarium Wilt on Lakatan Banana	CARS	50,000.00
3.	Remote Sensing for Regional-Scale Geologic Mapping: A Case Study of the Pantukan	COE	28,800.00
4.	Greenhouse Gas Emission Inventory towards the Greening of Hotel Establishments in Davao City	CBA	50,000.00
5.	Design of a Solar Photovoltaic System to Cover the Electricity Usage for College of Engineering Building of USEP	CoE	45,200.00
6.	OBE Implementation Initiatives of CTET: A Gap Analysis	CTET	28,800.00
7.	Teaching and Learning in the time of COVID 19: Issues, Challenges and the Teaching-Learning Process in Alternative Learning Modalities	CTET	50,000.00
8.	4IR Capability Track: Preparing Librarians for Future-Proof Skills (Phase 2)	NTP	51,800.00
9.	Assessing the Mathematical Resilience of BSED-Mathematics Students: Basis for Enhancement Program	CEd	50,000.00
10.	Performance Evaluation of Different Banana Varieties planted on Fusarium Wilt Infested Area	CARS	154,880.00
11.	Physico-chemical and Sensory Evaluation of Wine from Bignay, Jackfruit, and Carambola Fruits	CARS	71,216.00
12.	Development and Evaluation of an Automated Hybrid (Solar Heat and Electric) Egg Incubator	CARS	70,000.00
13.	Role of Sucker Management on the Growth, Yield, and Quality of Bananas (<i>Musa Acuminata</i>) in the Philippines (Performance and Productivity of Bananas through Sucker Management System)	CARS	154,880.00
14.	Impact Evaluation of the WATSAN Extension Project of USEP	CT	224,400.00
15.	Impact Evaluation of the Alalay sa Barangay Program	CT	88,550.00
16.	Impact Evaluation of the SKP2 Extension Program of College of Technology	CBA	110,000.00
17.	Safety, Benefits and Risks of Off-Campus Accommodations: Its Impact on the Well-being of USEP Students	CT	28,800.00
18.	Conflict Management Assessment in the Ancestral Domain	SoL	600,00.00
19.	Design and Development of Mobile-Based Psychological Testing Application and Measures of Academic Stress and Resiliency in Flexible Learning Contexts	CEd	111,700.00
20.	Academic Resilience, Digital Literacy and Mental Health Status of Learners: Structural Equation Model on Mathematics Achievement in the New Normal	CEd	21,200.00
21.	21st Century Teaching and Assessing	CEd	32,500.00
22.	Publication of the History of the University of Southeastern Philippines	CARS	412,400.00

No.	Project Title	Implementing College/School	Amount
23.	Factors Affecting Thesis/Dissertation Completion	CEd	65,600.00
24.	Assessment of Unified Student Financial Assistance System in Tertiary Education-Tertiary Education Subsidy (UniFAST-TES) Program: The Case of University of Southeastern Philippines (USEP)	CDM	30,000.00
25.	Program Q-TEACH (Quality-Teaching, Extension, and Assessment for Curricular Honing) 2023	CTET	38,000.00
26.	Trapezoidal Angles of Understanding Transitional Experiences of Elementary Learners on Modular Instruction	CTET	34,730.00
27.	Revisiting USEPAT: Competencies and Psychometric Properties	CEd	105,200.00
28.	Privacy Impact Assessment on the Processes of the University of Southeastern Philippines	SoL	No data
29.	Design of a 100 kW Microscale Hydroelectric Power Plant in Talaingod, Davao del Norte	CoE	220,000.00
30.	Extent of Implementation of Outcomes-Based Education: The Case of the University of Southeastern Philippines-College of Information and Computing	CIC	75,000.00
31.	Classifying Cross Recurrence Plots Extracted from Eye-Tracking Data for Predicting Pair Success	CIC	4,200.00
32.	Modeling and Solving Faculty Assignment, Course Timetabling, and Classroom Scheduling Problems	CAS	23,700.00
33.	Tracer Study and Employers' Feedback on Job Performance of the Graduates of the University of Southeastern Philippines	CDM	900,000.00
34.	Sustainable Agriculture Production, Integrating Competency in Enterprise Systems and Management of Nature Resources	CARS	374,850.00
35.	Pest Gastropod Distribution and their Endoparasitic Nematodes in High-value Crops and Fish Ponds in Davao City	CAS	350,000.00

Table 39. List of research outputs utilized by the industry or other beneficiaries in 2023

No.	Research Title	Industry Partners
1.	Southeast Asia Transport Project Preparatory Facility Phase 2: Davao Public Transport Modernization Project – Socio Economic Survey of Affected Drivers/Operators	Department of Transportation
2.	Research and Development Grant for HEIs for the Development and Implementation of Online/Blended Learning Courses for ALS Implementers	SEAMEO INNOTECH
3.	Supply Chain Management: Cacao Agro-Logistics in the Southern Philippines Context	DOST-PCAARRD

STATISTICS OF FACULTY ENGAGED IN RESEARCH

In 2023, 70.3% of the faculty members actively participated in research activities. Based on the breakdown by rank, it was found that 85.71% of those holding the professorial rank (Prof I-6) were highly engaged in research initiatives. Within the Associate Professors' ranks, individuals in the Associate Professor IV positions demonstrated a notable commitment to research, with a substantial engagement rate of 83.33%. Among the Assistant Professors' ranks, those in the Assistant Professor II positions exhibited a commendable research involvement, registering a participation rate of 65.21%.

Lastly, within the ranks of Instructors, those in the Instructor I category showcased the highest percentage of research engagement, reaching an admirable 58.88%. These findings show the widespread and dedicated participation of faculty members across various ranks, contributing significantly to the University's research landscape.

Table 40. Percentage of Faculty engaged in research by Rank in 2023

Rank	Number of Faculty	Number of Faculty Engaged in Research (with Ongoing Research Project/s)	Percentage of Faculty Engaged in Research
Instructor I	90	53	58.88%
Instructor II	7	7	100%
Instructor III	22	11	50%
Assistant Professor I	16	11	68.75%
Assistant Professor II	23	15	65.21%
Assistant Professor III	27	13	48.14%
Assistant Professor IV	23	13	56.52%
Associate Professor I	25	18	72%
Associate Professor II	27	16	59.25%
Associate Professor III	19	18	94.73%
Associate Professor IV	18	15	83.33%
Associate Professor V	23	18	78.26%
Professor I	9	8	88.88%
Professor II	12	12	100%
Professor III	4	1	25%
Professor IV	4	4	100%
Professor V	5	5	100%
Professor VI	8	6	75%
TOTAL	362	244	67.40%

Table 41. Percentage of Faculty engaged in research by College in 2023

College	Number of Faculty	Number of Faculty Engaged in Research	Percentage of Involvement
College of Applied Economics	8	8	100%
College of Agriculture and Related Sciences	37	24	64.86%
College of Arts and Sciences	41	28	68.29%
College of Business Administration	25	23	92%

College	Number of Faculty	Number of Faculty Engaged in Research	Percentage of Involvement
College of Development Management	48	29	60.41%
College of Education	46	40	86.95%
College of Information and Computing	19	13	68.42%
College of Teacher Education and Technology	51	27	52.94%
College of Technology	26	24	92.30%
College of Engineering	40	25	62.5%
School of Law	2	2	100%
School of Medicine	4	1	25%
TOTAL	347	244	70.31%

COMMERCIALIZED TECHNOLOGIES

Table 42. List of technologies slated for commercialization in 2023

No.	Name of the Technology	Description	Inventor
1.	Mechanical Coconut Climber	The technology's features are specially designed to be suitable for the Philippine Coconut trees. It is a gender-sensitive tool, locally made available, more affordable compared to the existing coconut climbing technologies, and lessens the risk of climbing coconut trees despite the heavy rain.	Roger C. Montepio, Ryan M. Abenoja, Roland R. Bayron, Ruel F. Tuyogon, Lourenze Karl C. Lanticse
2.	Piticao	Davao region poses a continuing growth and progress of cacao plantations. However, there is no development of any device in Mindanao that will address the problems associated with pest infestation and manual bagging; PitiCao will be the first.	Roger Montepio, Kevin C. Joseph, Ryan M. Abenoja
3.	Mango Nozzle Sprayer	MPSN has one orifice at the top and two orifices nozzles forming an angle of 45° for wider swath width. It is more effective in reducing pest count while decreasing the volume of chemicals by half, resulting in a significant reduction of input cost. It has a spray capacity of 2.79ha/day.	Roger C. Montepio, Ben-Hur C. Rafosala
4.	Mango Picker	V-Sigpao aims to improve the shearing and cutting mechanism of fruit harvesting. Pull-type has a double blade for better shearing. Trigger type is provided with cutting wedges for better cutting. A significant reduction in harvesting time is realized. The use of both pickers helps reduce the number of fallen and mechanically damaged fruits. The frame is provided with less abrasive net and an extendable handle/pole is adopted for long-reached fruits.	Roger C. Montepio, Ben-Hur C. Rafosala
5.	Automated Hot Water Treatment	A technology that is designed to reduce losses by 50% due to the postharvest mishandling and disease infestation by mango diseases such as anthracnose and stem-end rot and increase shelf life of mango.	Roger C. Montepio, Joie D. Cataytay, Roland C. Bayron, Ben-Hur C. Rafosala, Ralf A. Tabanyag, Julius P. Aromin

No.	Name of the Technology	Description	Inventor
6.	PISOLAR	Solar power is the most efficient and cost-effective way to increase access to sustainable energy services. However, the poor cannot pay for the equipment's initial outlay, even though it has become more affordable for the past 10 years. Moreover, the investment requirements and funding sources for the people living off-grid in remote villages have become exorbitant. With the notion of linking microfinance and affordable energy access, PAYG SHS has been designed and developed. This is an adaptation of microfinancing called Pay-As-You-Go (PAYG) scheme, in which it is a wireless/card-based platform, actualized in a Payment Innovation for SHS (Solar Home System) Ownership through a Lay Away Routine (PISOLAR) system.	Filmann T. Simpao, Philip B. Despres, Karl P. Campos
7.	BRAILLIANCE	Modified braille is a type of braille constructed using wood that was used once to test a blind person's reading ability. According to the study, almost 4.5 million Filipino households are blind. As a result, braille enables the development of reading and writing skills. It also demonstrates greater marketability as the number of blind persons increases yearly. Additionally, there are substantial results from the pre-test to the post-test, which can be used effectively.	Sarah Mae B. Villoria

PUBLICATION TO REFEREED JOURNALS IN 2023

In 2023, the University achieved a total of 37 publications in refereed journals. These publications display the institution's commitment to scholarly research and dissemination of knowledge. The University remains steadfast in its pursuit of excellence in research and scholarly endeavors towards its vision of becoming a premier research university transforming communities in the ASEAN and beyond.

Table 43. Publications to refereed journals in 2021

No.	Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN/ISBN
1.	Demography, baseline disease characteristics and treatment history of patients with psoriasis in the Philippines: A multicenter, retrospective study	-	Australasian Journal of Dermatology 2023 (Online first), 13 March 2023, The Australasian College of Dermatologists		Online ISSN: 1440-0960
2.	Fingerprint classification combined with Gabor filter and convolutional neural network	-	International Journal of Advanced and Applied Sciences	Volume 10, Issue 1, 2023, Institute of Advanced Science Extension (IASE)	EISSN: 2313-3724, Print ISSN: 2313-626X
3.	Cloud-Edge Computing-Based ICICOS Framework for Industrial Automation and Artificial Intelligence: A Survey	-	Journal of Circuits, Systems, and Computers (Online first), March 6, 2023, World Scientific Publishing Co Pte Ltd		ISSN (print): 0218-1266 ISSN (online): 1793-6454
4.	A nonlinear autoregressive distributed lag analysis on the macroeconomic effect of global oil price in the Philippines	-	International Social Science Journal	Vol. 2023 Publisher: Wiley	E-ISSN: 1468-2451

No.	Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN/ISBN
5.	Mental Health in Academe Amidst COVID-19 Pandemic: What can we learn from the Philippines and Latvia?		Recoletos Multidisciplinary Research Journal,	Vol. 11, No. 1, 2023 Publisher: University of San Jose Recoletos	ISSN: 2408-3755
6.	On The Global Distance Roman Domination of Some		European Journal of Pure and Applied Mathematics	Vol. 16, No. 1, 2023, 44-61Published by New York Business Global	ISSN 1307-5543 Website link: https://www.ejpam.com
7.	Sustainable Management for Spiralling Whitefly, Aleurodicus dispersus Russell (Hemiptera: Aleyrodidae) Infesting Guava and Its Effects on the Natural Enemies' Complex,		Mindanao Journal of Science and Technology	Vol. 21 (1) (2023) 165-185	
8.	Uncovering the Unsung Hero of Sulu: Panglima Sayyadi's Character Archetypes in Kissa		Southeastern Philippines Journal of Research and Development	Vol. 28, No. 1	ISSN: 2718-9201 Website: journal.usep.edu.ph
9.	Understanding the Link of Knowledge Management and Organizational Performance: Empirical Insights from the Hospitality Industry		International Journal of Entrepreneurship and Business Development	Volume 06 Number 02 March 2023	ISSN : 2597-4785
10.	Tree biomass and carbon stock of Falcata (Falcataria moluccana (Miq.) Barneby & J.W. Grimes) along differential altitudinal gradients in the Province of Agusan Del Norte, Philippines		International Journal of Biosciences	Vol. 22, No. 5, p. 88-95, 2023	ISSN: 2222-5234 Website Link: http://www.inns.pub.net
11.	On the Global Distance Roman Domination of Some Graphs	January 2023	European Journal of Pure and Applied Mathematics	Vol 16., No. 1, 2023 Publisher: New York Business Global	1307-5543
12.	Sustainable Management for Spiralling Whitefly, Aleurodicus dispersus Russell (Hemiptera: Aleyrodidae) Infesting Guava and Its Effects on the Natural Enemies' Complex	June 2023	Mindanao Journal of Science and Technology	Vol. 21, Issue 1, 2023 Publisher: University of Science and Technology of Southern Philippines	2449-3686
13.	Determination of future land use changes using remote sensing imagery and artificial neural network algorithm: A case study of Davao City, Philippines	August 2023	Artificial Intelligence in Geosciences	Volume 4, December 2023 Publisher: Elsevier B.V. on behalf of KeAi Communications Co. Ltd.	2666-5441

No.	Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN/ISBN
14.	Pag-Proyekto Ng Responsibilidad Sa Pananalapi: Ang Kaso Ng Pacific Islands University Sa Guam, USA:	April 2023	International Multilingual Journal of Science and Technology	Volume 8, Issue 4, April 2023 Publisher: International Multilingual Journal of Science and Technology	2528-9810
15	Pagtatatag Ng Boat School Sa Barangay 23C Darussalam, Lungsod Ng Davao, Pilipinas	April 2023	International Multilingual Journal of Science and Technology	Volume 8, Issue 4, April 2023 Publisher: International Multilingual Journal of Science and Technology	2528-9810
16.	Personal Entrepreneurial Competencies Ng Institutes Of Electronics Engineers Of The Philippines (IECEP) Members Sa Riyadh Kingdom Of Saudi Arabia	April 2023	International Multilingual Journal of Science and Technology	Volume 8, Issue 4, April 2023 Publisher: International Multilingual Journal of Science and Technology	2528-9810
17.	Price Forecasting of Fully Dressed Chicken in the Philippines	April 2023	European Journal of Economic and Financial Research	Volume 7, Issue 2, April 2023 Publisher: European Journal of Economic and Financial Research	2501-9430
18.	Text Sentiment Analysis Based on Multi-Layer Bi-Directional LSTM with a Trapezoidal Structure	April 2023	Intelligent Automation & Soft Computing	Volume 37, Number1, April 2023 Publisher: Tech Science Press	1079-8587
19.	Mga Istratehiya Sa Social Media Marketing, E-satisfaction, at E-loyalty: Isang Multiple Regression Analysis (Social Media Marketing Strategies, E-Satisfaction, And E-Loyalty: A Multiple Regression Analysis)	April 2023	International Multilingual Journal of Science and Technology	Volume 8, Issue 4, April 2023 Publisher: International Multilingual Journal of Science and Technology	2528-9810
20.	Evaluating the Philippine TVET Competency Assessment and Certification System using SERVQUAL Model	29 Sept 2023	Journal of Technical Education and Training	Vol. 15, No. 3, 2023 Publisher: Penerbit UTHM	p-ISSN : 2229-8932e-ISSN : 2600-7932 https://penerbit.uthm.edu.my/ojs/index.php/JTET/article/view/13974
21.	Politeness Strategies of Manobo Students in a Classroom in Kidapawan City, Philippines	30 Sept 2023	Southeastern Philippines Journal of Research and Development	Vol. 28, No. 2, 2023 Publisher: University of Southeastern Philippines	p-ISSN : 0117-6293e-ISSN : 2718-9201 https://journal.usep.edu.ph/index.php/Southeastern_Philippines_Journal

No.	Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN/ISBN
22.	Cultural Motifs in Blaan Flalok: Revitalization of Oral Lore for Preservation, Development, and Sustainability	30 Sept 2023	Southeastern Philippines Journal of Research and Development	Vol. 28, No. 2, 2023 Publisher: University of Southeastern Philippines	p-ISSN : 0117-6293e-ISSN : 2718-9201 https://journal.usep.edu.ph/index.php/Southeastern_Philippines_Journal
23.	Predictors of Internet Banking Services Adoption among Depositors in Davao City, Philippines	30 Sept 2023	Southeastern Philippines Journal of Research and Development	Vol. 28, No. 2, 2023 Publisher: University of Southeastern Philippines	p-ISSN : 0117-6293e-ISSN : 2718-9201 https://journal.usep.edu.ph/index.php/Southeastern_Philippines_Journal
24.	Modelling the suitability of cacao in the Philippines under future climatic conditions using artificial neural networks	December 2023	Journal of Engineering Science and Technology (JESTEC)	Special Issue, 2023 Publisher: Taylor's University	ISSN : 1823-4690 https://jестec.taylors.edu.my/
25.	Development and validation of the Parental Involvement Scale (PIS)	15 December 2023	Journal of Community Development Research (Humanities and Social Sciences)	Vol. 16, No. 4, 2023 Publisher: Naresuan University	p-ISSN : 2985-0231e-ISSN : 2985-024X https://journal.nu.ac.th/JCDR
26.	Analysis of the Utilization of TikTok as a Financial and Educational Learning Medium	22 December 2023	Journal of Higher Education Theory and Practice	Vol. 23, No. 18, 2023 Publisher: North American Business Press	ISSN : 2158-3595 https://doi.org/10.33423/jhetp.v23i18.6620
27.	Factors Affecting Work Productivity among Employees in the Business Process Outsourcing (BPO) Industry	December 2023	International Research Journal of Business Studies	Vol. 16, No. 2, 2023 Publisher: Prasetya Mulya Publishing (Universitas Prasetya Mulya)	p-ISSN : 2089-6271e-ISSN : 2338-4565 https://irjbs.com/index.php/jurnalirjbs/article/view/3057/pdf162.1
28.	Detection and Identification of Outliers in Prices: The Case of the Philippine Pork Meat Market	December 2023	Journal of Agricultural, Life and Environmental Sciences	Vol. 35, No. 4 Publisher: Agriculture and Life Sciences Research Institute (Kangwon National University)	p-ISSN: 2233-8322e-ISSN: 2508-870X https://www.jales.org/articles/article/zvEV/#Information

No.	Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN/ISBN
29.	Income-generating Projects of a Philippine State University: Proposal for Strategic Decisions	March 2023	Southeastern Philippines Journal of Research and Development	Vol 28, No. 1 Publisher: University of Southeastern Philippines	p- ISSN: 0117-6293 e- ISSN: 2718-9201 https://journal.usep.edu.ph/index.php/Southeastern_Philippines_Journal/article/view/209
30.	Determination of future land use changes using remote sensing imagery and artificial neural network algorithm: A case study of Davao City, Philippines	August 2023	Artificial Intelligence in Geosciences	Volume 4 Publisher: Elsevier B.V. on behalf of KeAi Communications Co. Ltd.	e- ISSN: 2666-5441 https://www.sciencedirect.com/science/article/pii/S2666544123000254
31.	Pagsusuri ng Kalidad sa Industriya ng Hospitalidad sa Pilipinas: Isang Paglilinaw ng Analisis	April 2023	International Multilingual Journal of Science and Technology	Vol. 8 Issue 4 Publisher: International Multilingual Journal of Science and Technology	e- ISSN: 2528-9810 https://www.imjst.org/wp-content/uploads/2023/04/IMJSTP29120831.pdf
32.	Pagpapakilala sa kahusayan ng Pag Ba Brand ng Pilipinas: Isang Sistematisang Panitikan (Philippine Branding Service Excellence: A Systematic Literature Review)	April 2023	International Multilingual Journal of Science and Technology	Vol. 8 Issue 4 Publisher: International Multilingual Journal of Science and Technology	e- ISSN: 2528-9810 https://www.imjst.org/wp-content/uploads/2023/04/IMJSTP29120832.pdf
33.	Napapanatiling mga Kasanayan ng mga Hotel sa Pilipinas: Isang Iskoping na Pagsusuri (Sustainable Practices of Hotels in the Philippines: A Scoping Review Analysis)	April 2023	International Multilingual Journal of Science and Technology	Vol. 8 Issue 4 Publisher: International Multilingual Journal of Science and Technology	e- ISSN: 2528-9810 https://www.imjst.org/wp-content/uploads/2023/04/IMJSTP29120833.pdf
34.	Epekto Ng Mga kasanayan Sa Pagnenegosyo Ng Mga Pinuno Ng Kooperatiba Ng Mga Guro sa Paglago ng Kooperatiba (Impact of Entrepreneurial Skills of Teachers' Cooperative Leaders to Cooperative Growth)	April 2023	International Multilingual Journal of Science and Technology	Vol. 8 Issue 4 Publisher: International Multilingual Journal of Science and Technology	e- ISSN: 2528-9810 https://www.imjst.org/wp-content/uploads/2023/04/IMJSTP29120834.pdf

No.	Article Title	Date of Publication	Title of Journal or Publication	Volume No. and Issue No.	ISSN/ISBN
35.	Pagtataya Ng Pagganap Ng Mga Programa Na Akreditado Ng Kolehiyo: Ang Kaso Ng University of Southeastern Philippines	April 2023	International Multilingual Journal of Science and Technology	Vol. 8 Issue 4 Publisher: International Multilingual Journal of Science and Technology	e- ISSN: 2528-9810 https://www.imjst.org/wp-content/uploads/2023/04/IMJSTP29120837.pdf
36.	Kababaihang Namumuno't Nangangasiwang Pang-Negosyo sa Sektor ng Hospitalidad sa Pilipinas: Isang Sistemang Pagsusuri ng Panitikan	April 2023	International Multilingual Journal of Science and Technology	Vol. 8 Issue 4 Publisher: International Multilingual Journal of Science and Technology	e- ISSN: 2528-9810 https://www.imjst.org/wp-content/uploads/2023/04/IMJSTP29120837.pdf
37.	On the Use of ChatGPT in Health Science Education: Opportunities and Obstacles	October 2023	IMCC Journal of Science	Volume 3 Publisher: Iligan Medical Center College	p- ISSN: 2783-0357 e-ISSN: 2783-0365 https://myjournal.imcc.edu.ph/wp-content/uploads/2023/10/Alipio-et-al-2023.pdf

INTELLECTUAL PROPERTY REGISTRATION ACCOMPLISHMENTS

For registration of the Intellectual Property of the University in 2023:

Table 44. Intellectual Property Registration in 2023

IPR	Number of Registered IP	Number of Incentivized
Patents	2	2
Industrial Design	1	1
Copyright	25	0
TOTAL	28	2

Number of Registered IP and Number of Incentivized

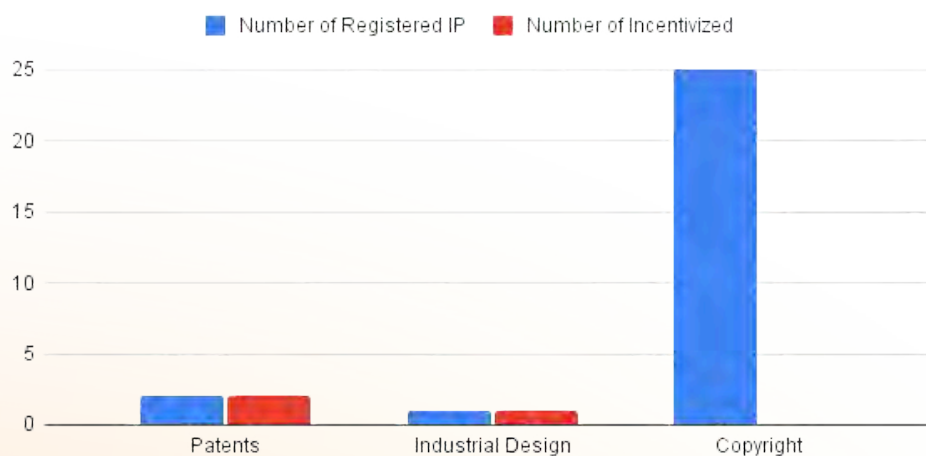


Table 45. Patent Applications Filed in 2023

No.	Application Number	Title	Inventor	Status/Remarks
1.	12023050270	Foliar Fertilizer Composition and Production Method	Ulysses P. Besas, Larry V. Aceres, Queendelyn B. Montilla	Formality Examination Report
2.	12023050368	System And Method For Vehicle Tracking and Route Deviation Detection	Tim Abe P. Andutan, Rosanna C. Ucat	Acknowledgement of Accordance of Filing Date
3.	12023050083	Water Treater and Treatment Thereof	Brian M. Bronson	Filed
4.	12023050096	Agglutination Viewer	Arnel G. Cartoneros	Filed
5.	12023050168	Modular Block For The Retaining Wall	Allan E. Botuyan	Filed
6.	12023050798	A System for Controlling Insect Pests	Keno M. Mendoza, Orvil M. Basug, Rolando P. Villotes, Gregorio S. Gelmo, Filmann T. Simpao	Filed
7.	12023050898	A System For Transparent Traceability Of Cacao Products	Manzoor A. Hashmani, Mehak M. Memon, Mohd Fadzil B. Hassan, Hassan. Mehak M, Filmann T. Simpao, Eugene M. Bije, Von Patrick C. Denorte, Anthony C. Sales, Mayan Jane J. Inni	Filed

Table 46. Registered Copyrights in 2023

No.	Application Number	Title	Author
1.	2023-00849-N-TCCR	USEP COPC MONITORING DASHBOARD WEB APPLICATION	Jamal Kay B. Rogers
2.	2023-00850-N-TCCR	USEP ACCREDITATION MONITORING DASHBOARD WEB APPLICATION	Jamal Kay B. Rogers
3.	2023-00851-A-TCCR	INSTRUCTIONAL DESIGN FOR DATA ANALYTICS – STAT USING R	Jamal Kay B. Rogers
4.	2023-00852-A-TCCR	Instructional Design for Social Network Analysis	Jamal Kay B. Rogers
5.	2023-01292-A-TCCR	'Itik Pinas' Production and Management: A Simplified Guide	Bryl I. Manigo
6.	2023-01293-A-TCCR	Giya Sa Pag Vermicomposting	Bryl I. Manigo
7.	2023-01294-A-TCCR	Giya Sa Pagbuhay Og Fermented Fruit Juice (FFJ)	Bryl I. Manigo
8.	2023-01295-A-TCCR	Giya Sa Pagbuhay Og Fish Amino Acid (FAA)	Bryl I. Manigo
9.	2023-01296-A-TCCR	Giya Sa Pagbuhay Og Oriental Herb Nutrient (OHN)	Bryl I. Manigo
10.	2023-01297-A-TCCR	Giya Sa Produksyon Ug Pagdumala Og Kanding	Bryl I. Manigo
11.	2023-01298-A-TCCR	Goat Production and Management Guide	Bryl I. Manigo
12.	2023-01299-A-TCCR	Mga Angay Mahibaloan Mahitungod Sa Dimpas Greentegrated Agri- Tourism Farm	Bryl I. Manigo
13.	2023-01300-A-TCCR	Vermicomposting: a Simplified Guide	Bryl I. Manigo

No.	Application Number	Title	Author
14.	2023-01301-A-TCCR	Dimpas Greentegrated Agri-tourism Farm: a Briefer	Bryl I. Manigo
15.	2023-01302-A-TCCR	Giya Sa Pagbuhat Og Calcium Phosphate	Bryl I. Manigo
16.	2023-01303-A-TCCR	Giya Sa Pagbuhat Og Fermented Plant Juice (FPJ)	Bryl I. Manigo
17.	2023-01304-A-TCCR	Giya Sa Pagbuhat og Indigenous Microorganism (IMO)	Bryl I. Manigo
18.	2023-01305-A-TCCR	Giya Sa Paghimog Lactic Acid Bacterial Serum (LABS)	Bryl I. Manigo
19.	2023-01306-A-TCCR	Giya Sa Produksyon Ug Pagdumala Sa 'itik Pinas'	Bryl I. Manigo
20.	2023-01307-A-TCCR	Lactic Acid Bacterial Serum (LABS): A Simplified Guide	Bryl I. Manigo
21.	2023-01308-A-TCCR	SRI System of Rice Intensification Producing More With Less	Bryl I. Manigo
22.	2023-01309-A-TCCR	Ginger Farming Using Organic Bio-fertilizer	Bryl I. Manigo
23.	2023-01310-A-TCCR	Salted Egg Processing	Bryl I. Manigo
24.	2023-01311-A-TCCR	Organic Vegetable Production	Bryl I. Manigo
25.	2023-01312-A-TCCR	System of Rice Intensification (SRI)	Bryl I. Manigo

Table 47. Trademarks Application in 2023

No.	Trademark	Application Number
1.	AGILab, USEP TBI	42023500132

TBI AGILab

In 2023, USEP's Project AGILab of the Technology Business Incubation (TBI) Unit recorded a total of 6 incubatees from Womenpreneurs from Centro Agdao and 31 pre-incubatees from students.

Table 48. List of TBI AGILab activities conducted in 2023

No.	Title of the Activity	Participants	Date Conducted
1.	Pitch Your Idea Caravan	Students	April 13, 2023
2.	AGILab Innovation Challenge	Students	April 14, 2023
3.	Bootcamp (IGP summit)	Students	May 18, 2023
4.	Pitching Competition (IGP summit)	Students and Womenpreneurs from Centro Agdao	Mat 19, 2023
5.	Technology Shopping	Womenpreneurs from Centro Agdao	March 17, 2023
6.	Technology Matching	Students and Womenpreneurs from Centro Agdao	March 24, 2023

RESEARCH CENTERS

These RDE centers are academic support structures within the college or school, established to advance scholarly activity primarily through collaborative research, research training, research dissemination, or creative works, highlighting the niche of the college or school based on faculty or university expertise aligned to our RDE agenda and in support to our academic program offerings. These centers are expected to generate new technology, incubate ideas, or generate income through research grants from potential industry partners or funding institutions.

Table 49. Accomplishments of Research Centers in 2023

No.	Research Center	Accomplishment
1.	Socio-Economic Research and Data Analytics Center (SERDAC) in Mindanao	Academic, Research, and International Societal Exchange (ARISE): Raising USeP to a Global Spectrum Date/s: December 12, 2023 Venue: CIC-AVR ----- Technical Skills Training on Innovative and Inclusive Policymaking Date/s: November 15-17, 2023 Venue: CAEc-AVR ----- 2nd CAEc-SERDAC LEARN Research conference Date/s: June 26-27, 2023 Venue: Grand Regal Hotel, Davao City
2.	Agricultural Research, Technology, and Innovation Center (ARTIC)	Director's Council meeting of DOST-PCAARRD for the presentation and approval of project proposal of ItikPINAS nucleus breeding herd establishment Date/s: December 4, 2023 Venue: Online ----- LORDEIC and ARTIC Quarterly Meeting Date/s: December 11, 2023 Venue: ARTIC Hall, USeP Mabini Unit ----- On-site visit and Research Monitoring for 4th Quarter 2023 Date/s: December 28, 2023 Venue: Tagum and Mabini Area
3.	Mindanao Center for Policy Studies (MCPS)	Coaching and Mentoring on Research Proposal Development Date/s: September 29, 2023 Venue: USeP CDM AVR ----- Annual Review of Research and Evaluation of Progress Development Date/s: January 18, 2023 Venue: USeP CDM AVR ----- Semi-Annual Review of Research and Development Date/s: July 31, 2023 Venue: CDM Audio Visual Room ----- Training on Multivariate Data Analysis Date/s: September 15 and 22, 2023 Venue: CDM Audio Visual Room ----- Training-Workshop on Preparing Research Paper for Publication with Coaching and Mentoring on Publishable Paper Development Date/s: July 14, 2023 Venue: CDM Audio Visual Room (AVR)
4.	Mindanao Center for Informatics and Intelligent Systems (M-CIIS)	LoRDEIC Quarter 4 Meeting (SETI Scorecard Re-mapping, Monitoring, and Evaluation of Proposed, On-going, and Completed Research Proposals) Date/s: November 20-21, 2023 Venue: CIC Conference Room

No.	Research Center	Accomplishment
5.	Research and Development Center for Arts and Sciences (RDCAS)	Research Conference on Business and Interdisciplinary Studies (RCBIS 2023) Date/s: November 11, 2023 Venue: Seda Hotel, Abreeza, Davao City ----- Writeshop on Scientific for Publication in Peer Reviewed Journal for faculty and Graduate Students Date/s: December 9, 2023 Venue: via Zoom ----- CAS RDE Agenda Setting (2023–2027) Date/s: August 7–8, 2023 Venue:
6.	Center for Research in Entrepreneurship and Enterprise Development (CREED)	Writeshop on Scientific Writing for Publication in Peer Date/s: November 25, 2023 Venue: via Zoom ----- RCBIS 2023: International Research Conference on Business and Interdisciplinary Studies (RCBIS)
7.	Mindanao Center for Education Research, Training and Innovation (MCERTI)	CED Inhouse ReviewDate/s: October 13, 2023
8.	Geospatial, IOT, Solutions and Technology (GIST)	Maximizing Insights: A Hands-On Training in Engineering Data Analysis & Optimization Dates: October 6, 13 and 27, 2023 Venue: Virtual and USEP Tagum-Mabini Capus, Apokon, Tagum City ----- Research Proposal Writeshop for External Funding of Future Research Date/s: September 28–29, 2023
9.	Center for Research and Innovation in Industrial Technology (CRIIT)	Seminar on Data Statistical Techniques for Faculty, NTP, and Students

EXTENSION PAPs IN 2023

With its vision of transforming communities in the ASEAN and beyond, the University remains dedicated to helping communities grow and improve through its extension programs. These programs focus on important areas like improving livelihoods, education, and the environment, as well as introducing useful technologies. They directly benefit farmers, teachers, Indigenous Peoples, and other community members by giving them the tools and knowledge they need to make their lives better.

Through sharing its expertise to community needs, USEP contributes to nation building. These efforts help solve current problems and also support long-term progress. With the strong partnerships and a focus on inclusive development, USEP continues to make a positive difference in the Davao Region.

These initiatives show USEP's dedication to its vision of growth and sustainability. The University continues to promote collaboration by empowering people and supporting strong, independent communities. USEP's programs highlight how education and community involvement can build a better future for all.

Table 50. List of Active Extension PAPs in 2023

No.	Name of the Extension PAPs	Category	College/Unit	Key Communities Involved	Number of Community Partners who benefited from PAPs
1.	KaBULIG (Kalambuan sa BACASIFIA on Upscaling Livelihood Integrated Growth)	Livelihood	CARS	Batinao Cabacungan Sto. Niño Farmers Irrigation Association, Inc.	121
	a.) Organizational Building and Strengthening Training for Batinao Cabacungan Sto. Niño Farmers Irrigators Association (BACASIFIA)				
	b.) Post-Evaluation Activity for the Organizational Building and Strengthening Training of the Batinao Cabacungan Sto. Niño Farmers Irrigators Association (BACASIFIA)				
	c.) Seminar on crops (Bell Pepper, Tomato, Egg Plant, Pechay, and Ampalaya) and Backyard Animals				
	d.) Consultation with action planning and training on Vegetable, Chicken/Egg production, Vermiculture, Nursery, Bookkeeping, and Solar-Monitoring and maintenance under the KaBULIG (Kalambuan sa BACASIFIA on Upscaling Livelihood Integrated Growth) Extension Program of CARS.				
2.	Ilayag ug Iwahig : Household Electrification Sustainability and Water System Installation in Sitio Ilang, Talaingod, Davao del Norte	Household Electrification and Water Installation	College of Engineering	IP-ATA-MANOBO GROUP	37
	a.) Operations & Maintenance, and Monitoring & Evaluation				47
	b.) Activity I: Water System Requirements Specification and Design				
3.	Developing Conflict Sensitive and Peace Promoting Knowledge Skills and Attitude (KSA) for Environmental Conflict Resolution (CSPP-ECR)	Legal Education	School of Law		
	a.) CLEP Practitioners' Lecture Series			1. Obu Monuvu, Kidapawan 2. Bagobo Tagabawa, Bansalan 3. Brgy. Gumalang 4. Brgy. 10-A Poblacion	200
	b.) CLEP Practitioners' Training of Trainers			Students Practitioners	20

No.	Name of the Extension PAPs	Category	College/Unit	Key Communities Involved	Number of Community Partners who benefited from PAPs
4.	PANGANDYOY: A Community-Based Education for the Bagobo-Tagabawa Indigenous Peoples		College of Arts and Sciences	Bagobo-Tagabawa of Santa Cruz, Davao del Sur	
5.	Extending the Reach and Impact of the Livelihood Improvement through Facilitated Extension (LIFE) Model in Improving Livelihoods and Building Peace in Conflict-Vulnerable Communities in Mindanao: Project 3: Reintegration of IP Youth Farmer Evacuees (BAKWITS): Contributing to Peacebuilding in Talaingod, Davao del Norte through the LIFE Model		Extension Division	Tatag IP Student Foundation Corporated in Talaingod, Davao Del Norte	30 Tatag IPs
6.	KiblaONE CT- UPGRADE (Kiblawan Comprehensive Training in UPskilling the Grassroots for Responsive and Adaptive DEvelopment)		College of Technology	Molopolo National High School	
7.	SciCAT AGRI-VIDA: A project on the Advancement and Generation of Reliable source of Income through Value-added Innovations and continual Dissemination of Agri-Technologies towards sustainable Farm Tourism		CARS	Dimpas Greentegrated Farm in Banay Banay, Davao Oriental	52 farmers
8.	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 2.0 (AGAK 2.0)		CAEC SMAARDDEC	Brgy. Mapula, Paquibato District, Davao City and Sitio Butay and Camaca, Brgy. Palma Gil, Talaingod, Davao del Norte	60 farmers
9.	Out of School Youth Information System (OSYIS) with Learning Management System (LMS) for Alternative Learning System of DCNHS Project (A Grant from Education Development Center (EDC) through the USAID Opportunity 2.0 Program)		CIC	Out of School Youth in Davao Region	
10.	ALALAY SA BARANGAY PROGRAM 2.0 (ABP 2.0)		CBA	Womenpreneur in Barangay Centro Agdao	30 women
11.	Production of Healthy Banana Seedlings in Partnership with Maragusan Growers Multi-Purpose Cooperative (MAGROW MPC)		CARS	Maragusan Growers Multi-Purpose Cooperative (MAGROW MPC)	

No.	Name of the Extension PAPs	Category	College/Unit	Key Communities Involved	Number of Community Partners who benefited from PAPs
12.	Agham at Matematika susi sa Tagumpay at kaunlaran(AGiMAT)		CTET	Teachers of Department of Education- Davao del Norte Division	
13.	BAKAWAN PARA SA KINABUKASAN: Mangrovetum Establishment, Capacity Building, and Development of IEC Materials in Brgy. Peñaplata, Poblacion, IGACoS		CAS	Local community in Brgy. Peñaplata, Poblacion, IGACoS	17 residents in Brgy. Peñaplata, Poblacion, IGACoS

FACULTY INVOLVED IN EXTENSION PROGRAMS

Table 51. Percentage of Faculty involved in Extension Programs by College/School in 2023

College	Total Number of Faculty	Number of Faculty Involved in Extension Programs	Percentage
College of Applied Economics	8	5	62.50%
College of Agriculture and Related Sciences	37	30	81.08%
College of Arts and Sciences	41	26	63.41%
College of Business Administration	25	25	100.00%
College of Development Management	48	31	64.58%
College of Education	46	29	63.04%
College of Information and Computing	19	19	100%
College of Teacher Education and Technology	51	51	100%
College of Technology	26	23	88.46%
College of Engineering	40	32	80%
School of Law	2	1	50%
School of Medicine	4	3	75%
TOTAL	347	275	79.25%

RDE AWARDS AND INCENTIVES

In 2023, the Research & Development Division (R&DD) allocated incentives amounting to P671,000.00 to faculty members to acknowledge and honor their invaluable accomplishments. This financial recognition serves as a testament to the dedication and outstanding contributions of the faculty in the field of research and development. The University hopes that with these initiatives, will further contribute to the advancement of knowledge and the University's reputation as a center for impactful research.

Table 52. List of Awards and Incentives

No.	Name	Publication/ Patent/ Project	Incentive (Publication, Citation, Finder's Fee, IP Incentives, Innovation Champion, Research Awards)	Amount
1.	Ma. Joy G. Soriano	Determinants of Sustainability of Beach Resorts	Publication Incentive	30,000.00
2.	Stephanie O. Espinola	On the Global Distance Roman Domination of Some Graphs	Publication Incentive	30,000.00

No.	Name	Publication/ Patent/ Project	Incentive (Publication, Citation, Finder's Fee, IP Incentives, Innovation Champion, Research Awards)	Amount
3.	Lira May Sibongga	Sustainable Management for Spiraling Whitefly, <i>Aleurodicus dispersus</i> Russell (Hemiptera: Aleyrodidae) Infesting Guava and Its Effects on the Natural Enemies' Complex"	Publication Incentive	30,000.00
4.	Stephanie O. Espinola	On the Global Distance Roman Domination of Some Graphs"	Publication Incentive	30,000.00
5.	Rosfe Corlae D. Badoy	Predictors of Internet Banking Services Adoption among Depositors in Davao City, Philippines	Publication Incentive	30,000.00
6.	Hermoso J. Tupas Jr.	Modelling the suitability of cacao in the Philippines under future climatic conditions using artificial neural	Publication Incentive	30,000.00
7.	Angelo Lenard Yu	Cultural Motifs in Blaan Flalok: Revitalization of Oral Lore for Preservation, Development, and Sustainability"	Publication Incentive	30,000.00
8.	Sajed S. Ingilan	Politeness Strategies of Manobo Students in a Classroom in Kidapawan City, Philippines"	Publication Incentive	30,000.00
9.	John Mark S. Francisco	Evaluating the Philippine TVET Competency Assessment and Certification System using SERVQUAL Model"	Publication Incentive	30,000.00
10.	Roperto S. Deluna Jr.	A nonlinear ARDL model of inflation dynamics in the Philippine Economy	Citation Incentive	10,000.00
11.	Sajed S. Ingilan	Pragmatic functions of formulaic expressions in Cebuano	Citation Incentive	2,000.00
12.	Angie R. Poliquit	Climate Change Impacts on Livestock Production Systems: A Review, Analysis of Tropical Research Vol 36No.2, 2014, Poliquit"	Citation Incentive	12,000.00
13.	Roel F. Ceballos	On the Estimation of the Hurst Exponent Using Adjusted Rescaled Range Analysis, Detrended Fluctuation Analysis and Variance Timeplot: A Case of Exponential Distributiony"	Citation Incentive	8,000.00
14.	Angelo Lenard Yu	The Kagan folktales in Mindanao Island of the Philippines"	Citation Incentive	12,000.00
15.	Sajed S. Ingilan	Pragmatic functions of formulaic expressions in Cebuano", "Exploring the Directives and Politeness in Tausug Parang Sabil" and "Exploring the Pragmatic Functions of Cebuano Kuan in Conversations"	Citation Incentive	6,000.00

No.	Name	Publication/ Patent/ Project	Incentive (Publication, Citation, Finder's Fee, IP Incentives, Innovation Champion, Research Awards)	Amount
16.	Joy R. Risonar	Disaster Preparedness and Climate Change: The Indigenous Knowledge of Selected IP Grounds in the Davao Region"	Citation Incentive	12,000.00
17.	Sajed S. Ingilan	Expressing Profanity in Cebuano and Bahasa Sug"	Citation Incentive	12,000.00
18.	Angelo Lenard Yu	The Kagan folktales in Mindanao Island of the Philippines"	Citation Incentive	2,000.00
19.	Sajed S. Ingilan	Uncovering the Unsung Hero of Sulu: Panglima Sayyad's Character Archetypes in Kissa" and "Lexicalization of Profanity in Tausug and Kagan Languages, Mindanao, Philippines"	Citation Incentive	4,000.00
20.	Roperto S. Deluna Jr.	A nonlinear ARDL model of inflation dynamics in the Philippine Economy"	Citation Incentive	2,000.00
21.	Roland Bayron	Automated Hot Water Treatment System for Fruits	Registered Intellectual Property	50,000.00
22.	Roland Bayron	A Modified Fruits Picker Device	Registered Intellectual Property	50,000.00
23.	Roperto S. Deluna Jr.	Impact Assessment of the National R&D Initiatives for Seaweeds with Focus on the DOST-funded Seaweeds R&D Program	Finder's Fee	15,000.00
24.	Filmann T. Simpao	PISOLAR: Payment Innovation for SHS Ownership by Lay Away Routine	Finder's Fee	15,000.00
25.	Filmann T. Simpao	ChicIoT: An IOT-Based Smart Poultry Building Environment and Growth and Health Status Monitoring and Modelling	Finder's Fee	15,000.00
26.	Filmann T. Simpao	Blockchain-Based Novel System Application for Transparent Traceability of Halal-and-Tayeb Cacao Products"	Finder's Fee	20,000.00
27.	Ruel F. Tuyogon	Development and pilot testing of tree climbing-harvesting device and mobile mechanical dehusser for coconut	Prize Inhouse Review	8,000.00
28.	Gilbert M. Gordo	Supply Chain Management: Cacao Agro-Logistics in the Southern Philippines Context	Prize Inhouse Review	5,000.00
29.	Roland B. Bayron	Design, Development and Optimization of an Automated Combined Mechanical Cacao Demucilager-Fermenter-Dryer	Prize Inhouse Review	3,000.00
30.	Bonifacio G. Gabales	Three-Part Scoping Study for the Philippine Teacher Education Part 1: An Exploration of the Quality of Teacher Education Institution Entrants	Prize Inhouse Review	8,000.00

No.	Name	Publication/ Patent/ Project	Incentive (Publication, Citation, Finder's Fee, IP Incentives, Innovation Champion, Research Awards)	Amount
31.	Angelo Lenard Yu	Mga Tingog sa Kamingawan: Preserving and Developing Cultures and Languages through the Literatures of Mindanao	Prize Inhouse Review	5,000.00
32.	Stephanie Palconit	Uncovering USEP's Core Competencies,	Prize Inhouse Review	3,000.00
33.	Silverio Magallon Jr.	Southeast Asia Transport Project Preparatory Facility Phase 2: Davao Public Transport Modernization Project – Socio Economic Survey of Affected Drivers/Operators- Team 1	Prize Inhouse Review	8,000.00
34.	Karlo Martin C. Caramugan	Willingness-To-Pay for Improved Solid Waste Management among the Urban Households in Panabo City	Prize Inhouse Review	5,000.00
35.	Stephanie F. Palconit	Impact Evaluation of the Project ANAKK	Prize Inhouse Review	3,000.00
36.	Christian Paul Escarian	Remote Sensing for Sustainable Minerals Development: A Case Study of Tampakan Deposit	Prize Inhouse Review	8,000.00
37.	Hermoso Tupas Jr.	Development of Regionwide Integrated Knowledge Management Systems on Research Studies in Davao Region	Prize Inhouse Review	13,000.00
38.	Filmann T. Simpao	Payment as Outstanding University Researcher 2023	Outstanding University Researcher	25,000.00
39.	Sarah Mae B. Villoria	Three IP Industrial Designs (Modified Braille Teaching Apparatus 1st and 2nd Embodiments, 3rd Embodiment and, 4th Embodiment)	Registered Intellectual Property Rights	60,000.00

A man in a dark shirt is shown in profile, looking intently at a small, white, spherical object he is holding in his right hand. The background is a blurred industrial setting, likely a factory, with visible structural elements and other workers in the distance. In the foreground, there are several rows of similar white spheres, possibly in a tray or on a conveyor belt. The entire image has a warm, reddish-orange tint.

production

Strengthening Income-Generating Projects for Sustainable Growth

The University is actively enhancing its income-generating projects (IGPs) to ensure long-term financial sustainability for its diverse range of programs, activities, and projects. These initiatives are crucial in sustaining the University's mission and expanding its impact within and beyond its academic community.

Through strengthening these IGPs, the University aims to secure its financial foundation to be able to consistently deliver high-quality education, maintenance of modern facilities, and support for research endeavors. This strategic approach leverages the University's resources and expertise to establish a sustainable funding framework, empowering it to thrive independently and innovate in response to evolving educational needs. As the university progresses, these efforts will sustain current operations as well as pave the way for future growth.

INCOME STATEMENT FROM IGP IN 2023

As of December 2023, the University earned a gross income of P20,798,344.34 from its diverse income-generating projects (IGPs). Notably, 44.67% of this income came from crop and poultry production in Tagum-Mabini Campus. Additionally, the income received a significant boost, with 54.04% contributed by rents and leases of assets across Obrero and Tagum-Mabini Campuses. These assets include the University Gymnasium and Cultural Center (UGCC), Social Hall, Classrooms, Hostel and Commercial Stalls, and Laptop rentals. The remaining 1.29% is attributed to Non-Agricultural Income.

Table 53. Income Statement from Business-Related Income-Generating Projects in 2023

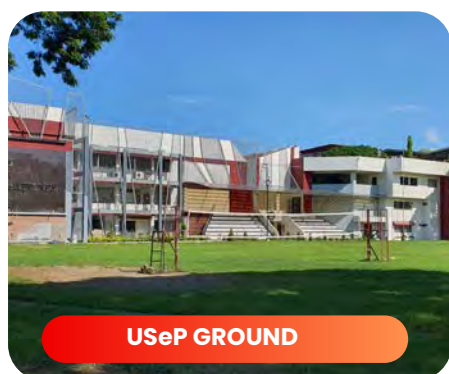
No.	IGP/Asset	Income	Expenditures	Profit/Loss
Obrero Campus				
1.	University Hostel	1,895,556.62	718,713.03	1,176,843.58
2.	Commercial Stalls	1,772,815.00	364,717.83	1,408,097.17
3.	Field/Space	175,424.24	-	175,424.24
4.	Fitness Center	1,260.00	-	1,260.00
5.	Social Hall	423,900.00	99,019.92	324,880.08
6.	University Gymnasium and Cultural Center (UGCC)	5,259,454.88	881,136.89	4,378,317.99
7.	Laptop Rental	146,525.00	2,127,050.00	(1,980,525.00)
8.	Vehicle Pass	58,650.00	25,632.00	33,018.00
10	University Printing Press	193,756.00	621,655.89	(427,899.89)
	Sub-Total	9,936,501.24	4,837,925.56	5,098,575.67
Tagum-Mabini Campus				
1.	Hostel/Dormitories	513,972.00	402,553.27	111,418.73
2.	Commercial Stalls	332,596.36	80,310.74	252,285.62
3.	Gymnasium	-	-	-
4.	Canteen	-	-	-
5.	Water System Rental	476,816.42	147,215.52	329,600.90
6.	House Rental	66,200.00	-	66,200.00
7.	FTC	25,000.00	-	25,000.00
8.	Pay 2 Park	44,260.00	-	44,260.00
9.	Poultry - Production	5,820,241.38	3,526,217.22	2,294,024.16
10.	Crop Production	3,470,905.64	3,362,415.81	108,489.83

No.	IGP/Asset	Income	Expenditures	Profit/Loss
Sub-Total		10,749,991.80	7,518,712.56	3,231,279.24
Mintal Campus				
1.	Chairs	4,951.30		4,951.30
2.	Gymnasium	106,900.00		106,900.00
Sub-Total		111,851.30		111,851.30
Total		20,798,344.34	12,356,638.12	8,441,706.21
Net Income				8,441,706.21

UNIVERSITY SOURCES FOR INCOME GENERATION

Future-proofing the University requires a comprehensive approach. Fiscal autonomy has been a key goal of the administration to secure USeP's future. Over the past decade, USeP has launched various IGPs and special initiatives to supplement the national subsidy. With the effective utilization of its resources, the University has gained greater flexibility in managing funds in accordance with the National Government's push for state universities to achieve self-sufficiency.

Obrero Campus



USEP GROUND



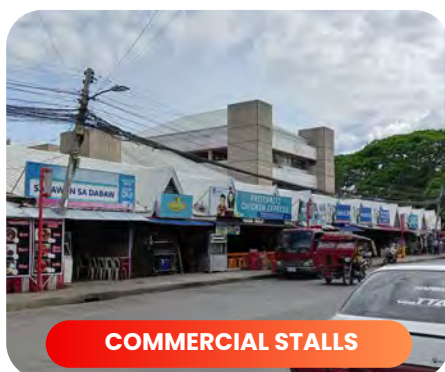
UGCC



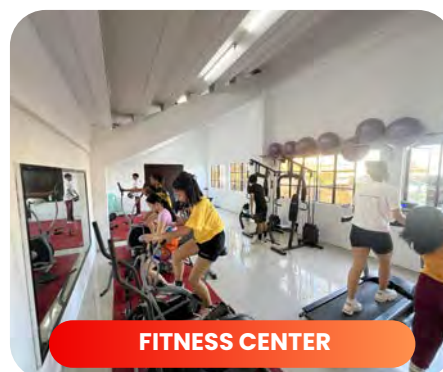
SOCIAL HALL



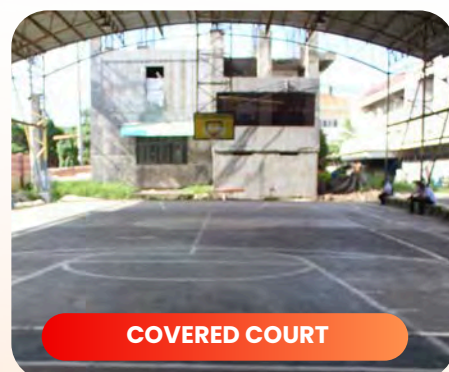
UNIVERSITY HOSTEL



COMMERCIAL STALLS



FITNESS CENTER



COVERED COURT



TRAINING HALL



CAR PARK

Tagum-Mabini Campus



COMMERCIAL STALLS



POULTRY PRODUCTION



AGRI PRODUCTS



PAY2PARK



FTC HALL



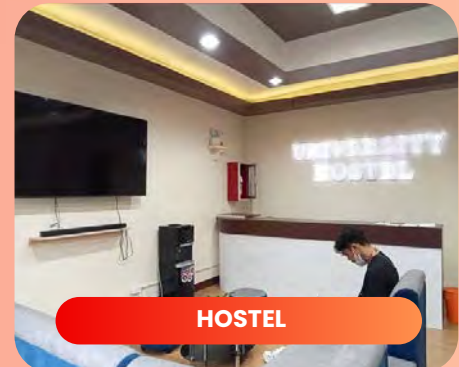
TAGUM UNIT PECC GYM



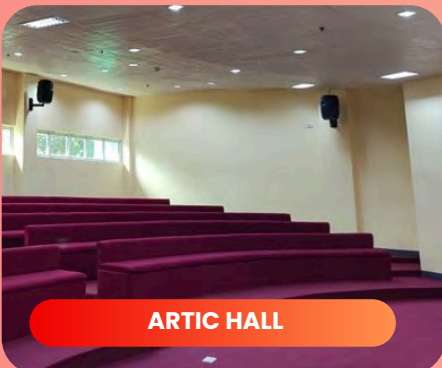
SoM CONFERENCE ROOM



DORMITORY



HOSTEL



ARTIC HALL

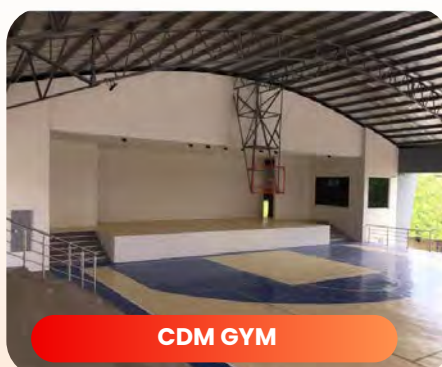


AGRI PLANTATION



MABINIT UNIT PECC GYM

Mintal Campus



CDM GYM



CDM SKY GYM



CDM AVR

ACADEMIC-RELATED IGPS

In 2023, the University Academic IGPs noted remarkable growth, generating a total of P5,994,894.75. This figure represents a substantial increase of 282.7% compared to the previous year, where the amount stood at P1,566,449.70 in 2022.

Table 54. Income Statement from Academic-Related Income-Generating Projects in 2023

No.	IGP/Asset	Income
1.	Continuing Education Center (CEC)	1,081,500.00
2.	Zonal Computerization Center (ZCC)	149,822.48
3.	Teacher Training and Research Center (TTRC)	3,831,225.01
4.	Institute of Languages and Creative Arts (ILCA)	311,460.00
5.	University Assessment and Guidance Center (UAGC)	486,683.94
6.	DigiHub FabLab Davao	104,204.32
7.	Intellectual Property Management Unit (IPMU)	30,000.00
TOTAL		5,994,895.75

A man in a light-colored short-sleeved shirt is speaking into a handheld microphone. He is standing outdoors, with trees and foliage in the background. The entire image has a warm, reddish-orange tint. A vertical line is positioned to the left of the text.

SIGNIFICANT EVENTS

IN THE AREA OF GOVERNANCE

USEP FOI Update as of December 2023

Underscoring the directives of Executive Order No. 02 signed by Former President Duterte, which provides a policy for full public disclosure of all government records in the Executive Branch involving public interest and which upholds the people's constitutional right to information on matters of public concern, the University has adopted the operationalization of the Freedom of Information (FOI) program.

Since the program's inception in 2017, USEP's newly elected President and FOI Champion, Dr. Bonifacio G. Gabales, Jr., has continued to uphold the University's commitment to good governance, accountability, and transparency through the FOI.

As of 31 December 2023, the University has received and processed 664 FOI requests. Five hundred ninety-five (595) of these were successfully provided; 50 were denied since the requests were either under the FOI exceptions list or were considered invalid; 13 were referred to another government agency since the requested information was not being handled, maintained, or stored by the University; one was ongoing or in the process; and five were closed since the requesting party failed to provide the information needed for clarification 60 calendar days after the "Awaiting Clarification" status.

Philippine Quality Award Orientation and Gap Analysis

The University, through the Office of the Vice President for Planning and Quality Assurance - Quality Assurance Division (OVPQA-QAD), spearheaded the Philippine Quality Award (PQA) Orientation and Gap Analysis last January 23-25, 2023 at the Ritz Hotel at Garden Oases, Davao City.

The orientation aimed to acquaint the Top Management, Campus/College/School Deans, Directors, selected Unit Heads, and members of the USEP Working Committees for PQA with the standards and preparations needed for the PQA Application.

The attendees of the three-day activity participated in the various workshops on requirements of the Criteria for Performance Excellence of PQA, namely: Leadership; Strategy; Customer; Measurement, Analysis, and Knowledge Management; Workforce; Operations; and Results.

10-year Land Use Development and Infrastructure Plan

The Land Use Development and Infrastructure Plan (LUDIP) 2022-2031 of the University campuses in Obrero, Mintal, Tagum-Mabini, and Malabog (an extension campus) was approved by the Governing Board last February 14, 2023, per Board Resolution No. 36, s.2023.

The LUDIP of the University is in accordance with Republic Act No. 11396, which requires all state universities and colleges (SUCs) to submit their LUDIP to the Commission on Higher Education (CHED) and follow their development plans for their future infrastructure projects.

The LUDIP serves as the master plan of each campus. It contains the allocation and utilization of the land within a campus' geographic boundary to meet the required academic and non-academic support services and facilities.





DICT Sec Uy visits Davao, USEP to be first SUC in Region XI to receive Broadband ng Masa Program (BBMP)

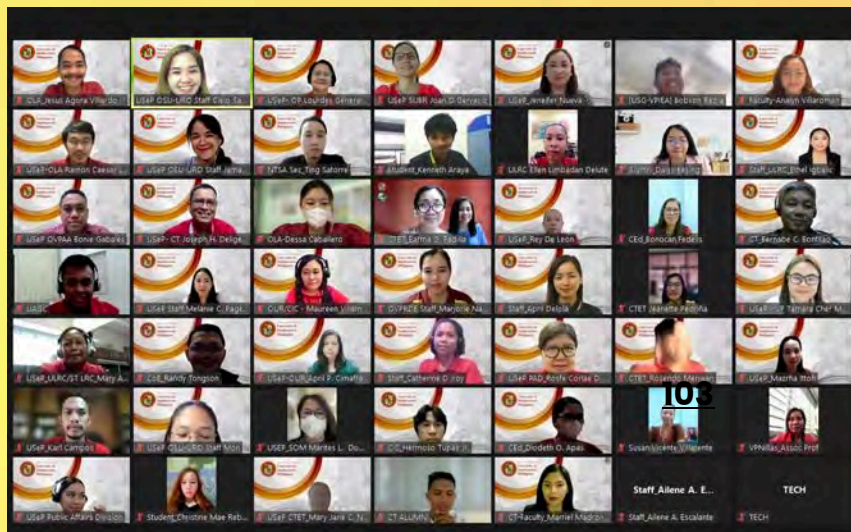
Department of Information and Communications Technology (DICT) Secretary Ivan John Uy led the Free Wi-fi for All: Broadband ng Masa Program (BBMP) Launching in State University and Colleges (SUCs) at the USEP College of Information and Computing (CIC)- AVR, Obrero campus on March 29, 2023.

BBMP, a flagship program of the DICT, aimed to establish and install 22 Free Wi-Fi sites in the Davao Region, citing the need to bridge the digital divide and provide digital connectivity in areas with little to no internet connection, particularly the Geographically Isolated and Disadvantaged Areas (GIDA) and indigenous communities. USEP is the first SUC recipient in Region XI of the BBMP.

USEP Pursues Amendments to Its Charter for Future Growth through Charter Stakeholders' Consultation

The University is currently working to strengthen its existing Charter, Batas Pambansa Bilang 12, by proposing a bill that includes amendments to better align it with the University's current and future needs.

Last 26 June 2023, the University invited the participation of its faculty, staff, students, and alumni in the USEP Charter Stakeholders' Consultation via Zoom. The event consisted of three parts: (1) presentation of the draft bill, (2) feedback session from the sectoral representatives, and (3) open forum.





UseP Joins CHED's 29th Anniversary at the SUC Fair in Iloilo

In celebration of the 29th Anniversary of the Commission on Higher Education and the 3rd National Higher Education Day, a SUC Fair was held on July 10-13 at SM City Iloilo. The CHED-initiated SUC Fair, conducted every year and hosted by selected SUCs, is a venue to recognize the invaluable contribution of stakeholders throughout the country in advancing higher education, research, and development. This event brings together all SUCs – highlighting their roles as drivers of economic growth; celebrate the uniqueness of Filipino cultures and arts, and feature higher education quality initiatives. The SUCs in Region XI actively participated in the SUC Fair.

UseP Deploys Chatbot AI “SePhi”

The University launched its own first chatbot artificial intelligence (AI) information assistant dubbed as ‘SePhi’ last 2 May 2023, at the College of Information and Computing Audio-visual Room (CIC-AVR), UseP Obrero campus, Davao City.

Designed to provide a comprehensive, accurate, and client-responsive system that delivers immediate replies to queries in ‘real time’, SePhi will be embedded and functional on the social media accounts of the University (Facebook and Instagram), and soon on the official website of the UseP at usep.edu.ph.



UseP President Leads Oath-Taking Ceremony for Newly Hired and Promoted Personnel

University President Dr. Lourdes C. Generalao led the ceremonial oath taking of the newly hired and promoted personnel of the University of Southeastern Philippines (UseP) on August 29, 2023, at the University Grandstand, UseP-Obrero Campus, after the conduct of the last flag raising ceremony for the month of August.





USEP holds public forum for presidential aspirants

Five all-male aspirants to the position of the seventh University President faced the USEP constituency in a public forum at the University Gymnasium and Cultural Center (UGCC); and the Search Committee for President (SCP) for a close-door panel interview at the College of Information and Computing Audio-visual Room (CIC-AVR) on September 1, 2023, at USEP-Obrero Campus, Davao City.

The SCP is chaired by Dr. Jose V. Camacho, Jr., Chancellor of the University of the Philippines-Los Baños (UPLB). The committee members are Dr. Tirso A. Ronquillo, President of the Philippine Association of State Universities and Colleges (PASUC); Dr. Christopher Pio O. Pulido, Supervising Education Program Specialist of the Commission on Higher Education (CHED) Region XI; Dr. Maria Lourdes Garcia-Monteverde, Immediate Past President of the Davao City Chamber of Commerce and Industry, Inc., and Assoc. Prof. Susan Vicente D. Villarente, Faculty member of USEP.



2023 USEP Magazine Now Available

The 2023 USEP Magazine is now available for public viewing on the University's official website. This year's issue is filled with captivating stories, vivid visuals, and bite-size information about the University and its offerings. Readers can immerse themselves in a visual odyssey that showcases the success of individuals and communities who have experienced positive change thanks to the University's efforts. The Magazine offers a glimpse into the heart of the USEPian community and celebrates the growth and evolution of the University. It invites readers to embrace the vision that USEP is working towards and to be a part of its transformative journey.



USEP Honors Long-Time Service with 2023 Government Service Awarding Ceremony

The University hosted the 2023 Government Service Awarding Ceremony (GSAC) on October 6, 2023, at The Ritz Hotel at Garden Oases, Bo. Obrero, Davao City. The ceremony, in commemoration of the 123rd Anniversary of the Philippine Civil Service, celebrated the dedication and commitment of USEP's teaching and non-teaching personnel to the University and the community.

The event recognized employees with Loyalty Awards for their years of service to the government, with honorees from 10, 15, 20, 25, 35,

and 40 years of dedicated service. These awards underscored the significant contributions of USEP's staff to the continued growth and success of the University.

Danilo Jessie Dumandagan, Chief Human Resource Specialist of the Civil Service Commission (CSC) Regional Office XI, delivered an inspiring message to the attendees. He praised USEP for its role in enhancing the quality of civil service in the region and encouraged everyone to continue striving for excellence in public service.

USEP Celebrates Family Day in Honor of 123rd Philippine Civil Service Anniversary

The University hosted a university-wide Family Day on September 25, 2023, at the USEP-Obrero Campus in celebration of the 123rd Philippine Civil Service Anniversary. Themed "Transforming Public Service in the Next Decade: Honing Agile and Future-Ready Servant-Heroes," the event promoted unity, togetherness, and fair play among the USEP community.

Drawing inspiration from the adventurous theme "Jungle Adventures: Unleashing the USEPian's Wild Potential," participants were encouraged to tap into their inner adventurers and explore new possibilities. The event was attended by all USEP personnel—regular employees, job order staff, contract of service, and outsourced workers—across all USEP campuses.





Used Launches USEP Wellness Month and the Indigenous Peoples' Month Celebration

The University joins the nationwide observance of Mental Health Month and National Indigenous Peoples' Month this October. Mental Health Month is observed with the theme "Mental Health is a Universal Human Right," while National Indigenous Peoples' Month carries the theme "Pagpapayaman ng Pamanang Kultural at Katutubong Yaman Tungo sa mas Maliwanag na Kinabukasan para sa Bagong Pilipinas."

Both observances emphasize resilience, with indigenous communities' long-standing ability to overcome discrimination and marginalization, and Mental Health Month highlighting the importance of resilience in coping with life's challenges. USEP is committed to reducing stigma, fostering understanding, and promoting acceptance as part of these important celebrations.

USEP Inaugurates New Buildings in Obrero and Mintal Campuses

On October 27, 2023, University President Dr. Lourdes C. Generalao, along with USEP officials and community members, led the ribbon-cutting and inauguration ceremonies for the newly completed buildings at the Obrero and Mintal campuses.

In the Obrero Campus, several buildings were inaugurated, including the Industrial Electronics and Mechatronic Training Center (IEMTC), the College of Applied Economics (CAEc) Building, Science Laboratory Building, Multimedia Learning Resource Center (MLRC), Technology Business Incubator (TBI) Building, Technology and Livelihood Education (TLE) Building, Administration Building, and the College of Business Administration (CBA) and School of Law (Sol) Building.

Meanwhile, at the Mintal Campus, the College of Development Management (CDM) Academic Building and the CDM Sports and Cultural Center were also inaugurated, marking significant advancements in the University's infrastructure.





USEP Admin unveils Building Markers of TMC Buildings

In line with the University's ongoing commitment to fostering an optimal learning and working environment for all faculty, staff, students, and stakeholders, ensuring the efficient and effective delivery of services, the USEP Administration, spearheaded by former University President Dr. Lourdes C. Generalao, conducted the Unveiling Ceremony of Building Markers at Tagum and Mabini Units on November 8, 2023.

Among the markers of the buildings at USEP Tagum Unit that were unveiled are:

- 3-Storey Science Laboratory Building
 - Anatomy Building, Garage Building
 - Power House and Electrical System
 - Girls Dormitory Building
 - Vocational Agricultural (VoAg) Building
 - Students Services Building
 - Power House and Electrical System
 - Banana Tissue Culture Laboratory Building
 - Corporate Enterprise Development Unit (CEDU) Building
 - CEDU Layer Poultry Production Building
- Cattle Barn Building at USEP Mabini Unit

USEP Community Celebrates Outgoing President's Legacy

The USEP community reflected on the narratives of challenge, change, and success that the University has surmounted since the onset of Dr. Lourdes C. Generalao's administration in November 2015 up until her Final State of the University Address (SOUA) on November 10, through a series of activities dubbed as the "L.I.G.H.T.S. of LOURDES: Celebrating Leadership, Innovation, Gratitude, Heritage, Triumphs, and Success".

Following the SOUA 2023, the University recognized and honored individuals, offices, and partners who have significantly contributed to the University's success in various areas, mainly during the Presidency of Dr. Generalao, through the Presidential Awards 2023. This acknowledgment not only highlights USEP's dedication to cultivating talent and commitment but also instills a deep sense of appreciation within the community.



USEP holds Management Exit Conference

As part of the transition from the current to the incoming administration, the outgoing President Dr. Lourdes C. Generalao called for a Management Exit Conference on November 3, 2023, held at the University Hostel, USEP Obrero Campus, Davao City.

The results of a pre-conference survey were presented by University key officials with matters discussed centered on what went well, what needs improvement, what to stop, what to continue, and what new things are to be adopted by the University.



USEP Community Welcomes Gabales as the 7th President

The University community warmly welcomed Dr. Bonifacio G. Gabales, Jr., as the seventh president during the flag-raising ceremony on November 13, 2023, at the USEP Obrero Campus, Davao City.



Dr. Gabales addressed the members of the USEP community about what he envisions to be accomplished during his term as the University President. He vowed to continually and fully implement the approved and installed Strategic Plan laid down by the previous leadership of the University, particularly the immediate past president, Dr. Lourdes C. Generalao.

USEP Top Management attends Senate Budget Hearing

Newly-installed USEP President Dr. Bonifacio G. Gabales, Jr., and Vice President for Administration Dr. Maria Luisa B. Faunillan represented the University during the FY 2024 Budget Proposal hearing for State Universities and Colleges (SUCs) on November 16, 2023, at the Session Hall, GSIS Building, Financial Center, Pasay City.

Demonstrating USEP's commitment to advancing higher education, the two leaders also joined a meeting on the same day with Senate President Juan Miguel "Migz" F. Zubiri and Senator Pia S. Cayetano. The discussion centered on potential scholarship programs in collaboration with the Embassy of Hungary, aiming to expand educational opportunities for Filipino students.



USEP Holds Panubad Ceremony to Launch Malabog Extension Campus Infrastructure Project

The University conducted a Panubad ceremony, titled "Transforming Communities: Ang Panubad sa USEP-Malabog Extension Campus," on November 22, 2023, at the USEP Malabog Extension Campus site in Barangay Malabog, Paquibato District. The event marked the beginning of the construction phase for the campus infrastructure project.

The ritual was led by Datu Ronnel Baguio, Tribal Chieftain of Barangay Malabog, along with other Indigenous People (IP) elders and students. Tumanuron Boyson Anib, Sr., Head of Indigenous Knowledge Systems and Practices and Ata IP Community, provided an orientation on the significance of the ceremony.



Davao City Mayor Sebastian Z. Duterte, along with other local government officials, former USEP President Dr. Lourdes C. Generalao, and University officials, graced the event.



USeP celebrates 45th Founding Anniversary

The University commemorated its 45th Founding Anniversary on December 15, 2023, with a series of activities centered around the theme, "Transforming Lives and Communities: The USeP's Legacy of Inclusive Growth and Sustainable Development Over 45 Years."

University President, Dr. Bonifacio G. Gabales, Jr., led the celebrations, which began with "Unity in Diversity: An Interfaith Celebration for USeP's 45th Anniversary," held across all USeP campuses.

The event brought together the USeP community to honor the University's 45-year legacy of inclusive growth and sustainable development, while reaffirming its continued dedication to transforming lives and communities through education and innovation.

Gabales, DBM Chief talk about USeP PAPs, OGPinas during a courtesy call

University President Dr. Bonifacio G. Gabales, Jr. warmly welcomed Department of Budget Management (DBM) Secretary Amenah F. Pangandaman during a courtesy call on November 23, 2023, at Acacia Hotel, Davao City.

Also present during the meeting were DBM Undersecretary Wilford Will L. Wong, DBM Assistant Secretary Rolando U. Toledo, DBM XI Regional Director Gary R. Martel, DBM XI Assistant Regional Director Antonio M. Faunillan Jr., USeP Vice President for Administration Dr. Maria Luisa B. Faunillan, and USeP Vice President for Research, Development and Extension Dr. Shirley S. Villanueva.

USeP OSU-URO spearheads FOI orientation, consultation

In a bid to uphold the principles of transparency, accountability, and active participation in the academic community, the Office of the Secretary of the University and the University Records Office (OSU-URO) organized a Freedom of Information (FOI) Orientation and Consultation (FOC) on December 21, 2023, at the University Social Hall, Obrero Campus.

The session served as a cornerstone of the University's commitment to fostering a culture of openness. This initiative equipped University FOI Officers and Secretariat, Campus Public Information Officers (PIO), QMS Document Control Custodians, and selected student leaders with a comprehensive understanding of the FOI Program, including its benefits and significance in the context of State Universities and Colleges (SUCs).



IN THE AREA OF INSTRUCTION

Regional Training on Designing Assessment Activities for Blended Learning

The Designing Assessment Activities for Blended Learning in Science and Mathematics regional training program for Region XI was conducted on February 21-23, 2023, at The Ritz Hotel at Garden Oases, Davao City.

The training brought together 100 Education Program Supervisors (EPS) and school heads from across the region. Organized by the Science Education Institute of the Department of Science and Technology (SEI-DOST), in collaboration with USEP and the Department of Education (DepEd) Regional Office XI, the program aimed to enhance participants' capacity to design effective assessment activities for blended learning in science and mathematics.

The event underscored the importance of innovative assessment practices in advancing education and improving student outcomes in the region.

USEP Successfully Undergoes Accreditation for 12 Academic Programs

The University undertook the rigorous process of accrediting 12 academic programs through the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP) from May 24 to 26, 2023.

A team of accreditors, led by esteemed Coordinators Dr. Jaime M. Forbes of Bataan Peninsula State University (BPSU), Dr. Manuel A. Sanchez Jr. of Iloilo Science and Technology University (ISATU), and Dr. Enrico R. Rivan of Laguna State Polytechnic University (LSPU), evaluated nine programs at the Obrero Campus.



USEP OUR Launches Enhanced Student Records System; Holds Quarterly Meeting

The Office of the University Registrar (OUR) at the University of Southeastern Philippines (USEP) unveiled the Enhanced Student Records Information System (eSRIS) during its first University-wide Quarterly Meeting held on February 27, 2023, at the University Social Hall, Obrero Campus.

The launch of the eSRIS marked a significant milestone for the Registrar's Office, revolutionizing the way student records and requests are managed. The system leverages modern technology to streamline processes, improve efficiency, and enhance service delivery, aligning with the University's commitment to innovation and excellence.

The event also provided an opportunity for the OUR to discuss updates and align goals during the quarterly meeting, ensuring continuous improvement in the delivery of services to the USEP community.



USEP Law Students Represent Client in Pre-Trial Under CLEP

Under the supervision of Atty. Jamil Adrian Khalil L. Matalam, four Level II Certified Law Student Practitioners from the University of Southeastern Philippines (USEP) represented a client during a Pre-Trial at the Regional Trial Court on July 21, 2023. The student practitioners—Khyle Khwences Caballero, Antonio Colina IV, Ralph Renzo Naquila, and Lyka Mae Ompong—demonstrated their legal skills as part of the Clinical Legal Education Program (CLEP).

Authorized under A.M. No. 19-03-24-SC Rule 138-A, also known as the Revised Law Student Practice Rule, CLEP allows Level II Certified Law Student Practitioners to engage in limited law practice, enhancing their experiential learning and contributing to community service.



UseP Medical Students Participate in Successful "Operation Tuli" at Tagum Medical City

Second-year medical students from the UseP School of Medicine took part in the successful "Operation Tuli" held at Tagum Medical City on July 27, 2023.

The event, which provided free circumcision services to young boys in the city, was supervised by faculty members from the School of Medicine's Department of Surgery. Guided by experienced surgical mentors, the medical students showcased their clinical skills and commitment to community service by assisting in the circumcision procedures throughout the day.

Senator Imee Leads the Distribution of Educational Assistance

Senator Imee R. Marcos visited the UseP Main Campus in Obrero, Davao City on November 26, 2023, for the educational assistance (payout) to 2,000 students of the University. The said activity was initiated by the DSWD XI in coordination with the UseP Officials led by Pres. Gabales.

After the payout, Sen. Marcos had a chance to talk with the UseP ROTC Training Staff headed by LTC REANDREW P RUBIO INF (GSC) PA, ROTC Commandant, ROTC Officers, and Cadet Officers Qualification Course (COQC) aspirants at UseP Parade Grounds.

UseP OSAS Recognizes Scholarship Partners, Distributes Checks to Grantees

On December 18, 2023, the UseP Office of Student Affairs and Services (OSAS) held a recognition event for its scholarship partners and facilitated check distribution to scholars at the UseP Obrero Campus. The San Miguel Global Power Foundation sponsored the check distribution, providing grantees with Php 44,000 or Php 26,000 based on their licensure exam review costs. UseP President Dr. Gabales delivered an inspiring message, encouraging the grantees to continue their hard work and dedication.



IN THE AREA OF RESEARCH, DEVELOPMENT AND EXTENSION

SPJRD Recognized and Indexed in AGPCI

The Southeastern Philippines Journal of Research and Development (SPJRD), the University's official research journal, has been recognized and indexed in the Andrew Gonzalez Philippine Citation Index (AGPCI) for two years.

SPJRD, an international, open-access, multidisciplinary, peer-reviewed journal, addresses the development needs of the Mindanao and ASEAN regions. The journal's published articles from the past two years earned it the opportunity for full membership in AGPCI. This achievement is further credited to the continuous monitoring of the journal's website, ensuring open accessibility to its issues.



UseP Conducts Capability Building on Knowledge Dissemination and Quantifying Change

The University, through its Extension Division, organized a Capability Building session on the Dissemination of Knowledge and Technology Transferred through Extension and Training on Quantifying Change on February 24 at SEDA Hotel, Davao City.

The event gathered Extension heads, program and project leaders, and University personnel from all campuses and units, led by Extension Director Dr. Roby V. Pagong and VPRDE Dr. Shirley S. Villanueva.

Ms. Vina Araneta-Pilapil, News Head of PTV-Davao Mindanao Hub and UseP alumna, served as the resource speaker for "Dissemination of Knowledge and Technology Transferred through Extension." Dr. Velouna R. Perez, Deputy Director of the UseP Continuing Education Center (CEC), discussed "Quantifying Change Brought by Extension Programs."

UseP-CAS Launches Community-based Education

The UseP - College of Arts and Sciences (UseP-CAS) launched an extension program called PANGANDOY: A Community-based Education for the Bagobo-Tagabawa Indigenous People on November 28-30, 2023 at The Ritz Hotel Garden Oases, Davao City and via Zoom

This program is in partnership with the Tagabawa Christian School and the National Commission on Indigenous Peoples (NCIP) Region XI. The initiative sought to equip Tagabawa Christian School, a partner institution, with instructional and information, education, and communication (IEC) materials contextualized to the culture of the Bagobo-Tagabawa. This approach aims to improve the teaching and learning processes and effectively address the specific educational requirements of their Indigenous Cultural Communities (ICCs).

The activity concluded by bringing back the authenticity of the Tagabawa cuisine called "linotnot," the pride of the Bagobo-Tagabawa IPs/ICCs, echoing their identity and their bold history in Astorga, Santa Cruz, Davao del Sur.



UseP Launches ABP 2.0: Empowering Womenpreneurs Through Food Product Development

The College of Business Administration's College Extension Program, Alalay sa Barangay 2.0 (ABP 2.0): Empowering Womenpreneurs, partnered with Barangay Centro (San Juan), Agdao, Davao City, and collaborated with KTTD and AGILab TBI to empower local women entrepreneurs.

The event, led by AGILab and technology creators, featured presentations of food products to the women, accompanied by insightful discussions on the step-by-step process of food product development. Participants were also introduced to technology shopping, where they explored potential technologies to adopt for their small business ventures.



Womenpreneurs Showcase Innovative Food Products at IGP Summit 2023

On May 5, 2023, women entrepreneurs from Barangay Centro (San Juan), Agdao, Davao City, displayed their innovative food products at the IGP Summit 2023, held at the University Gymnasium and Cultural Center (UGCC).

The women were trained by AGILab Incubatees on food product development, demonstrating the positive impact of technology transfer by young innovators. The initiative was part of the Alalay Sa Barangay Program, a collaboration between the College of Business Administration and AGILab.



USEP recognized by DOST-PCAARRD as Host Institution for the Balik Scientist Program (BSP)

USEP, represented by Dr. Shirley S. Villanueva (VPRDE), joined the DOST's 9th BSP Convention on September 27, 2023, at the Quest Plus Conference Center, Clark Pampanga, Philippines. The convention highlighted the achievements of Balik Scientists advancing science, technology, and innovation. USEP was recognized as a Host Institution by DOST-PCAARRD for its valuable contributions to strengthening the country's STI capabilities.



MoA with NEDA for Impact Assessment of PAMANA Program in Davao Region: CPP/NPA/NDFP Conflict Line

USEP and the National Economic and Development Authority (NEDA) entered into a Memorandum of Agreement (MoA) for the conduct of a crucial study titled "Impact Assessment of the PAYapa at MASaganang PamayaNAn (PAMANA) Program in Davao Region: CPP/NPA/NDFP Conflict Line" on July 25, 2023.

The MoA was signed by USEP President Dr. Lourdes C. Generalao and NEDA XI Regional Director Maria Lourdes D. Lim, CESO II; with Dr. Shirley Villanueva, USEP Vice President for Research, Development and Extension; and NEDA XI Assistant Regional Director Gilberto A. Altura as witnesses.



International Conference on Arts and Sciences (ICAS) 2023 Brings Scholars Together

The International Conference on Arts and Sciences (ICAS) 2023, held on November 23-24, brought together scholars from around the world to engage in discussions on Mathematics,

Statistics, and Natural Sciences. The event saw the participation of researchers from across the Philippines and internationally.

Notable speakers included Dr. Walter Rainer Roth from Germany and Dr. Takeshi Omasa from Japan. The conference also featured research presentations from various academic institutions.

SMAARRDEC marks 36 years of excellence

The Southern Mindanao Agriculture, Aquatic and Natural Resources Research and Development Consortium (SMAARRDEC) has reached a significant milestone as it commemorated its 36th year of dedicated service and innovation in the fields of agriculture, aquatic, and natural resources. The celebration took the form of a two-day event, comprising the Regional Symposium on Research and Development, and Extension Highlights (RSRDEH), alongside the engaging Farmers and Fisherfolks Forum held at Davao de Oro State College, Compostela, Davao de Oro on August 15-16, 2023.

DOST-PCAARRD Executive Director, Dr. Reynaldo V. Ebra, conveyed his sincerest congratulations to SMAARRDEC through an audiovisual presentation. He highlighted the contribution of all the efforts on R&D to the regional and national development.

USEP-CAEc conducts international lecture series ARISE

The USEP - College of Applied Economics (USEP-CAEc) Socioeconomic Research and Data Analytics Center (SERDAC) successfully hosted its inaugural Academic, Research, and International Societal Exchange (ARISE) lecture series on December 12, 2023, at the CIC-AVR.

Ahead of the event, international speakers Dr. Terese Venus from the University of Passau, Germany, and Dr. Jitae Kim from Seoul National University, South Korea, paid a courtesy visit to USEP President Dr. Bonifacio G. Gabales Jr. The meeting provided a platform for exploring potential collaborative opportunities between their institutions.



IN THE AREA OF PRODUCTION

UseP Hosts First Income Generating Project Summit and Launches Research Centers

The University marked a milestone in resource optimization and sustainable development by hosting its inaugural Income Generating Project (IGP) Summit and launching research centers on May 15, 2023, at the University Gymnasium and Cultural Center (UGCC), Obrero Campus, Davao City.

The event, spearheaded through the collaboration of the Resource Management Division (RMD), Research and Development Division, Extension Division, and the Advancing Great Ideas Laboratory (AGILab), attracted participants from government and private sectors, State Universities and Colleges (SUCs), industry partners, community stakeholders, as well as UseP faculty, researchers, extensionists, non-teaching personnel, and students.

The summit highlighted funding, sustainability, marketing, and scalability strategies, emphasizing the transformative role of innovation in advancing income-generating projects. It also unveiled visionary initiatives aimed at optimizing resources to drive sustainable development and enhance UseP's contributions to the regional and national economy.

UseP Tagum-Mabini Campus Launches Pay 2 Park Initiative to Boost Resource Efficiency and Revenue

As part of its ongoing efforts to optimize resource utilization and increase revenue, the Corporate Enterprise Development Unit (CEDU) of UseP Tagum-Mabini Campus unveiled its Pay 2 Park initiative. The launching ceremony took place on May 16, 2023, during the Income Generating Project (IGP) Summit at the Tagum Unit, Apokon, Tagum City.



UseP Opens Renovated Commercial Stalls to Boost Revenue and Support Local SMEs

The University officially unveiled its newly renovated commercial stalls for public rental on September 7, 2023, at the University Gymnasium and Cultural Center (UGCC), Obrero Campus, Davao City.

This initiative, led by the Office of the Vice President for Administration (OVPA) through the Resource Management Division (RMD), aims to diversify the University's revenue streams while fostering economic activity. The project not only supports UseP's financial objectives but also strengthens ties with the community by providing opportunities for local small and medium enterprises (SMEs) to thrive.



APPENDICES



The USeP Board of Regents



Officials of the University



Organizational Structure



**Vision, Mission, Core
Values, and Goals,**



Quality Policy



Educational Policy



Agency Annual Performane

BOARD OF REGENTS



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Chairperson, Commission on Higher Education
Chairperson, USeP Governing Board



HON. ALDRIN A. DARILAG
Commissioner, Commission on Higher Education
Chair-Designate, USeP Board of Regents



HON. LOURDES C. GENERALAO
President, USeP
Vice Chairperson, USeP Board of Regents
12 November 2015 - 11 November 2023



HON. BONIFACIO G. GABALES, JR.
President, USeP
Vice Chairperson, USeP Board of Regents
12 November 2023 to Present



HON. FRANCIS JOSEPH G. ESCUDERO
Chairman, Senate on Higher and Technical
and Vocational Education (CHTVE)
Member, Board of Regents



HON. MARQUEZ "MARK" O. GO
Chairperson, Committee on Higher
and Technical Education
Member, Board of Regents



ATTY. MANASES R. CARPIO
Representative of Senator Francis Joseph G.
Escudero



HON. VINCENT J. GARCIA
Representative of Congressman
Marquez "Mark" O. Go

BOARD OF REGENTS



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Regional Director, NEDA XI
Member, Board of Regents



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



HON. ANTONIO M. FAUNILLAN, JR.
President, Federation of USeP Alumni
Associations Inc.
Member, Board of Regents



HON. ANNALYN Q. VILLAROMAN
President, USeP Faculty Federation
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



HON. KENNETH A. ARAYA
President, University Student Government
Member, Board of Regents



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

USEP TOP MANAGEMENT



DR. LOURDES C. GENERALAO
SUC President IV
12 November 2015 to 11 November 2023



DR. BONIFACIO G. GABALES, JR
SUC President IV
12 November 2023 to Present



DR. BONIFACIO G. GABALES, JR.
Vice President for Academic Affairs



DR. MARIA LUISA B. FAUNILLAN
Vice President for Administration



DR. SHIRLEY S. VILLANUEVA
Vice President for Research, Development,
and Extension



DR. TAMARA CHER R. MERCADO
Vice President for Planning and
Quality Assurance



DR. CESAR A. LIMBAGA, JR
Chancellor, Tagum-Mabini Campus



DR. ARISTEO C. SALAPA
Mintal Campus Administrator

COLLEGE/SCHOOLS/DEANS



DR. RAQUEL D. ALMASA
Dean, College of Education



DR. GILBERT M. GORDO
Dean, College of Business Administration



DR. ALMA MAE G. SALINAS
Dean, College of Technology



DR. ROBERTO D. DELUNA, JR.
Dean, College of Applied Economics



DR. IVY KIM D. MACHICA
Dean, College of Information and Computing



DR. GENNA J. CARMELO
Dean, College of Teacher Education and Technology



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Dean, College of Agriculture and Related Sciences



DR. DALIA M. RECONALLA
Dean, College of Engineering



DR. EVEYTH P. DELIGERO
Dean, College of Arts and Sciences



DR. ARISTEO C. SALAPA
Dean, College of Development Management



DR. VICTORIA P. GUILLANO
Dean, School of Medicine



ATTY. JAMIL ADRIAN KHALIL L. MATALAM
Dean, School of Law



DR. JENEIFER C. NUEVA
Dean, Office of the Advanced Studies

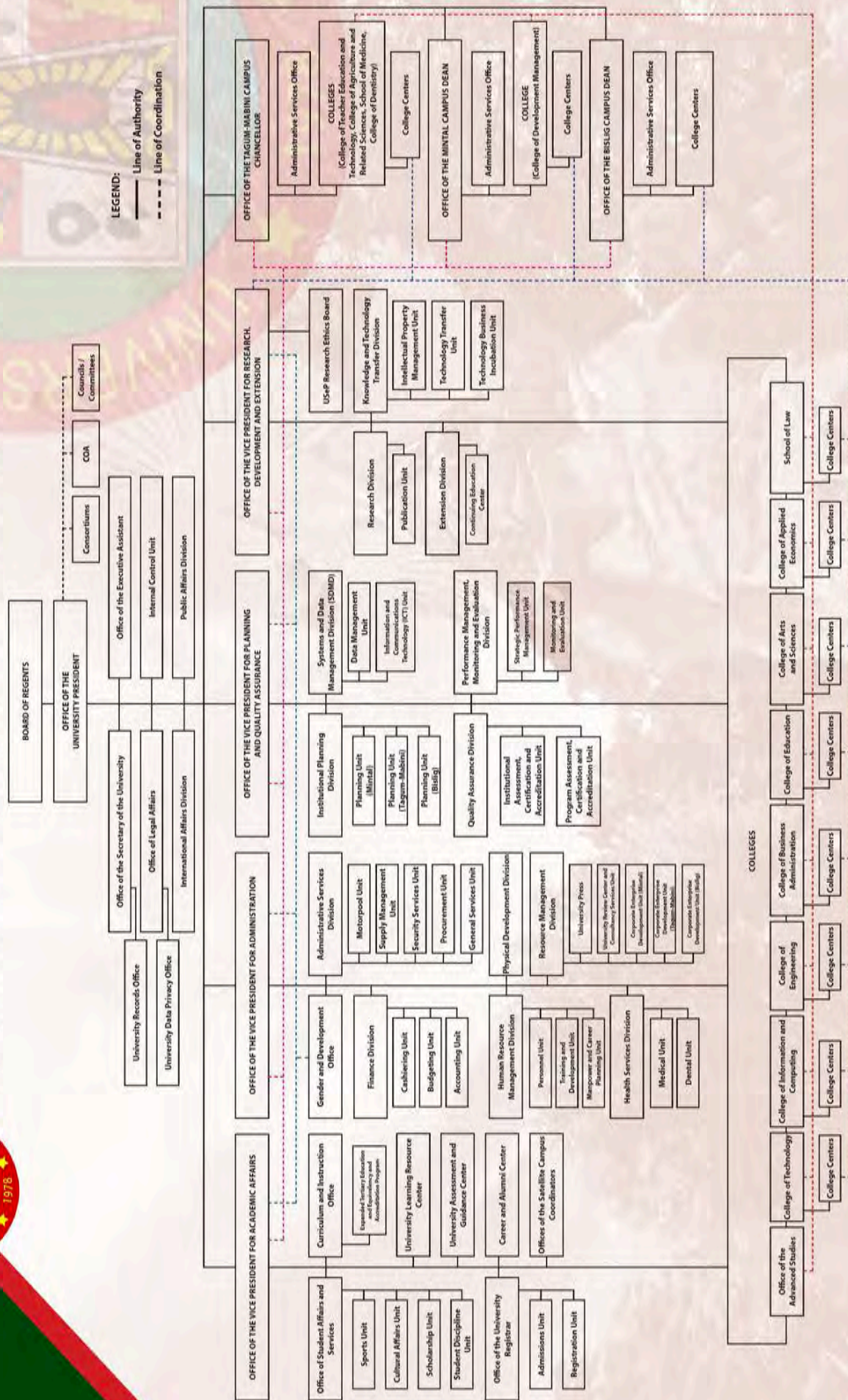
DIVISION DIRECTORS & OFFICE HEADS

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Office of Legal Affairs (OLA)	ATTY. JESUS A. VILLARDO III
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Public Affairs Division (PAD)	DR. ROSFE CORLAE D. BADOY
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University Records Office (URO)	MR. ROBERT C. SATORRE
Office of the Secretary of the University	DR. JOAN D. GERVACIO
Office of the Executive Assistant	MS. MELANIE C. PAGKALIWAGAN
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Office of the Student Affairs and Services (OSAS)	DR. JOSE ALTHER M. RIVERA
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University Assessment and Guidance Center (UAGC)	DR. JENNIFER M. ARBIOL
Career and Alumni Center (CAC)	DR. MARY ANN C. CACANANTA
Pamulaan Center for Indigenous Peoples' Education (PCIPE)	DR. ARISTEO C. SALAPA
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Health Services Division (HSD)	DR. KRISTI ANN J. CABONITA
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Resource Management Division (RMD)	DR. JOHN MARK S. FRANCISCO
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Extension Division (ED)	DR. ROBY V. PAGONG
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Quality Assurance Division (QAD)	ASSOC. PROF. HENRY C. ENCABO
Systems and Data Management Division (SDMD)	DR. ARIEL ROY L. REYES
Performance Management, Monitoring and Evaluation Division (PMMED)	DR. CRISTINA E. DUMDUMAYA

UNIVERSITY OF SOUTHEASTERN PHILIPPINES ORGANIZATIONAL STRUCTURE

Approved through Board Resolution No. 67A, s. 2019 during the 175th USP Board of Regents (BOR) Meeting held on 29 July 2019
at Commission on Higher Education (CHED) Central Office, C.P. Garcia Ave., Diliman, Quezon City

[Amended per BOR Resolution No. 24, s. 2020 renaming the Knowledge Management Division (KMD) into Systems and Data Management Division (SDMD)]



VISION, MISSION, GOALS, AND CORE VALUES

VISION



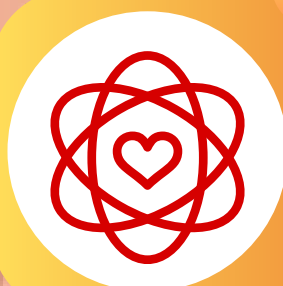
Premier research university transforming communities in the ASEAN and beyond.

MISSION



USEP shall contribute to inclusive growth and sustainable development through continual innovation in proactive academic programs, impactful research for utilization, economically empowering community services, and sustainable resource management.

CORE VALUES



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

- Collaboration
- Accountability
- Resilience
- Excellence
- Service Oriented

GOALS



- Internationalized University programs and services.
- Innovation and RDE-nurturing environment.
- Proactive, globally competitive, and service-oriented graduates.
- Mobilized and optimized resources for sustainable development.
- Transformed vulnerable and disadvantaged groups and communities.



**University of
Southeastern
Philippines**

www.usep.edu.ph

QUALITY POLICY

The University of Southeastern Philippines positions itself as a premier research university in the ASEAN and beyond. To pursue this strategic direction, the University is committed to:

- ✓ *innovating its curricular programs to make these responsive to emerging trends;*
- ✓ *pursuing impactful research and empowering communities through responsive extension services;*
- ✓ *managing sustainably its human, financial, and physical resources;*
- ✓ *complying with all relevant statutory requirements and accreditation standards; and*
- ✓ *reviewing and continually improving the quality management system, policies, and governance mechanisms.*


LOURDES C. GENERALAO, PhD
University President



**University of
Southeastern
Philippines**

EDUCATIONAL PHILOSOPHY

Nature of Education in the University

The University of Southeastern Philippines is a state university that contributes to the development of human capital and to fostering innovations to transform communities in Mindanao, the Filipino nation, and the world.

As a community of scholars, we aim to develop life-long learners who, guided by conscience, actively engage in the pursuit of generating and extending knowledge through research, extension, and responsible professional practice.

Principles for Teaching and Learning in the University

In all our educational endeavors, we strive to be continually guided by the following principles:

- ✓ *Teaching and learning is based on science and evidence stemming from experience and reflections on the teaching practice.*
- ✓ *A conducive learning environment is founded on integrity and mutual respect, where learning is a co-construction among scholars.*
- ✓ *The learner is an active participant in the learning process to develop oneself and others' potential.*
- ✓ *A transformative learning experience is grounded in critical and reflective thinking and provides opportunities for practice, improvement, and action.*

2023 AGENCY ANNUAL PERFORMANCE COMMITMENT AND REVIEW (AAPOR)



University of Southeastern Philippines

FY 2023 AGENCY ANNUAL PERFORMANCE COMMITMENT AND REVIEW (AAPCR) FORM

The University of Southeastern Philippines (USEP) commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January-December 2023**.

Prepared by: DAISY T. BESING Director, Institutional Planning Division Date: 11 February 2023	Reviewed by: TAMARA CHER R. MERCADO Chair, Performance Management Team Date: 11 February 2023	Approved by: LOURDES C. GENERALAO President Date: 11 February 2023
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Performance Indicators	SUCCESS INDICATORS		Allocated Budget (in Php '000)	Targets Basis	Office/s Accountable		Other Remarks	Accomplishment		
	Target (per Fiscal Year)	Measures			Implementing Office	Support Office		Actual	Score	Rating
	2023									
I. CORE FUNCTIONS										
HIGHER EDUCATION PROGRAM										
PREXC Indicators										
Outcome Indicators										
1. Percentage of first-time licensure exam-takers that pass the licensure exams	75%	Measure 2b		NEP 2023	OVPAA	CED, CTET, CARS, COE, CT	For colleges with board courses.; Target percentage is 75% but the numerator and denominator will/may change.	89%	5	5
2. Percentage of graduates (2 years prior) that are employed	55% (783/1,424)	Measure 2b		NEP 2023	CAC	Colleges	Graduates of June 2021 (All campuses)	56%	5	5
Output Indicators										
1. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	95% (8,450/8,895)	Measure 2b		NEP 2023	OVPAA	Colleges and OUR	Timeframe: 1st sem of SY 2023-2024	100%	5	5
2. Percentage of undergraduate programs with accreditation	97% (29/30)	Measure 2b		NEP 2023	OVPAA	Colleges, QAD and academic support services	A total of 34 accredited programs out of 34 accreditable programs as of December 31, 2023.	100%	4	4

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LOCALLY-FUNDED PROJECTS									
Percentage of completion of the following infrastructure projects according to timeline:									
Completion of 5-Storey Laboratory Building for the College of Engineering, UseP Obrero Campus (Phase 3 of 3)	100%	Measure 3	25,000	NEP 2023	VPAD, PDD	IPD, Finance, BAC	N/A	N/A	N/A
Institutional Targets (SAC 01 and SAC 04)									
1. Percentage of applicable academic programs with COPC	100%	Measure 2b		Strategic Plan 2022-2027	OVPA, Colleges	OVPPQA-QAD, COPC committee	55%	1	1
2. Percentage of students who rated their academic experience as very good or excellent.	90%	Measure 2b		Strategic Plan 2022-2027	OVPA, Colleges	OVPPQA-PMMED	99.10%	5	5
3. Number of programs offered through ETEEAP (accumulated)	6	Measure 2a		Strategic Plan 2022-2027	OVPA, CIO-ETEEAP	Colleges	4	1	1
4. Percentage of faculty utilizing alternative teaching and learning modalities	100%	Measure 2b		Strategic Plan 2022-2027	OVPA, CIO	Colleges	100%	5	5
5. Number of e-learning materials produced and offered through distance learning (accumulated)	6	Measure 2b		Strategic Plan 2022-2027	OVPA, CIO	Colleges	15	5	5
6. Number of programs granted COE/COD (accumulated)	10%	Measure 2b		Strategic Plan 2022-2027	OVPA, CIO	Colleges	N/A		
7. Passing rate in licensure examinations (first time and relakers)	85%	Measure 2b		Strategic Plan 2022-2027	OVPA	Colleges	67%	1	1
8. Number of academic programs for student mobility and credit transfer (accumulated)	4	Measure 2a		Strategic Plan 2022-2027	OVPA, IAD	Colleges	17	5	5
9. Number of faculty exchanges/fellowships	1	Measure 2a		Strategic Plan 2022-2027	OVPA, IAD	Colleges, HRMD	6	5	5
10. Number of students involved in student mobility	20	Measure 2a		Strategic Plan 2022-2027	OVPA, IAD	Colleges, OSAS	429	5	5
ADVANCED EDUCATION PROGRAM Outcome Indicators									
Percentage of graduate school faculty engaged in research work applied in any of the following:			19,111						4,00
(a) pursuing advanced research degree programs (Ph. D);									
(b) actively pursuing in the last three years (investigative research, basic and applied science research, policy research, social science research);	74% (141/192)	Measure 2b, Measure 3		NEP 2023	VPAA/Graduate School Dean	All Graduate School Units, HRMD, Research Division, KTDD, and Extension Division	83.33%	5	5
(c) producing technologies for commercialization or livelihood improvement;									
(d) whose research work resulted in an extension program.									

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Output Indicators		100% (2000/2000)	Measure 2b		NEP 2023	VPAA/Graduate School Dean	All Colleges, OURand CIO	Timeframe: 1st sem of SY 2021-2023	100%	5	5
1. Percentage of graduate students enrolled in research degree programs											
2. Percentage of accredited graduate programs		86% (24/28)	Measure 2b		NEP 2023	VPAA/Graduate School Dean	All Colleges, QAD and academic support services	To include only programs that are qualified for survey visit.	90%	5	5
LOCALLY-FUNDED PROJECTS											
Percentage of completion of the following infrastructure and non-infrastructure projects according to timeline:											
Institutional targets (SAC 01 AND SAC 04)											
1. Percentage of graduate school programs revised/enhanced.		50%	Measure 2b		Strategic Plan 2022-2027	OVPA, CIO, OAS	Colleges		96.50%	5	5
2. Increase carrying capacity of the School of Medicine Program		100% BUR	Measure 2b		Strategic Plan 2022-2027	OVPA, SoM	Chancellor		100%	5	5
RESEARCH PROGRAM											
PREXC Indicators											
Outcome Indicator											
1. Number of research outputs in the last three years utilized by the industry or by other beneficiaries		10	Measure 2b		NEP 2023	OVPRDE / RD	Colleges		10	5	5
Output											
1. Number of research outputs completed within the year		41	Measure 2b		NEP 2023	OVPRDE / RD	Colleges		45	5	5
2. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year		22% (25/113)	Measure 2a		NEP 2023	OVPRDE / RD / Publication Unit	Colleges		30.77%	5	5
Institutional Targets (SAC 02)											
1. Number of involvement in research by:			Measure 2b		Strategic Plan 2022-2027	OVPRDE / RD	Colleges			5	5
Faculty		50							234	5	5
Non-teaching staff		5							6	5	5
Students		100							671	5	5
2. Number of faculty, non-teaching staff and students trained to conduct research:			Measure 2b		Strategic Plan 2022-2027	OVPRDE / RD	Colleges			4.67	4.67
Faculty		100							316	5	5.00
Non-teaching staff		20							19	4	4.00
Students		100							3157	5	5.00
3. Number of faculty, non-teaching staff and students trained to write publication			Measure 2b		Strategic Plan 2022-2027	OVPRDE / RD	Colleges			3.67	3.67
Faculty		40							48	5	5

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Non-teaching staff		5						4	1	1
Students		50						56	5	5
4. Percentage of research studies completed within the time frame	Measure 2b	80%		Strategic Plan 2022-2027	OVRDE / RD	Colleges		35.55%	1	1
5. Percentage of research compliant to ethical standards	Measure 2b	100%			OVRDE / RD	Colleges		N/A	N/A	N/A
6. Percentage of research outputs with at least one of DOST's 6Ps deliverables	Measure 2b	100%			OVRDE / RD	Colleges		100%	5	5
7. Number of new technologies generated	Measure 2a	1			OVRDE / RD	Colleges		6	5	5
8. Number of externally-funded research studies	Measure 2b	5			OVRDE / RD	Colleges		5	5	5
9. Percentage of research outputs by faculty, non-teaching staff and students, aligned to RDE Agenda	Measure 2b	100%			OVRDE / RD	Colleges		100%	5	5
10. Number of University Journals accredited (accumulated)	Measure 2b	2			OVRDE / RD	Colleges		1	1	1
11. Number of research centers established	Measure 2b	10			OVRDE / RD	Colleges		10	5	5
12. Number of visiting scientists/fellows hosted	Measure 2a	1			OVRDE / RD	Colleges		2	5	5
13. Number of research output presented	Measure 2b				OVRDE / RD	Colleges				5.00
International	Measure 2b	15			OVRDE / RD	Colleges		19	5	5
Local (national and regional)	Measure 2b	10			OVRDE / RD	Colleges		11	5	5
Regional	Measure 2b	5			OVRDE / RD	Colleges				
Number of research conferences/forums hosted	Measure 2b	1			OVRDE / RD	Colleges		2	5	5
Number of research outputs published in refereed ISI journals	Measure 2a	10			OVRDE / RD	Colleges	Included research outputs published in indexed	20	5	5
Number of technologies patented or utility model registered	Measure 2a	1			OVRDE, KTDD	Colleges		3	5	5
Number of technologies submitted for patenting	Measure 2a	1			OVRDE, KTDD	Colleges		32	5	5
TECHNICAL ADVISORY AND EXTENSION PROGRAM										4.69
PREXC Indicators										
Outcome Indicator										
1. Number of active partnerships with LGUs, industries, NGOs, SMEs, and other stakeholders as a result of extension activities	Measure 2b	20		Budget Proposal - Form B	OVRDE / ED	Colleges		25	5	5
Output Indicators										
1. Number of trainees weighted by the length of training	Measure 2b	4,600		Budget Proposal - Form B	OVRDE / ED	Colleges		5191.5	5	5

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2. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	19	Measure 2b	Budget Proposal - Form B	OVRPDE / ED	Colleges	22	5	5
3. Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	96% (4,416/4600)	Measure 1	Budget Proposal - Form B	OVRPDE / ED	Colleges	98.63%	5	5
Institutional Targets (SAC 03)								
Number of extension programs in collaboration with external partners	2	Measure 2a		OVRPDE / ED	Colleges	8	5	5
Percentage of research-based extension projects conducted with at least one of the DOST's 6Ps	100%	Measure 2b		OVRPDE / ED	Colleges	100%	5	5
Number of involvement by faculty, non-teaching staff and students in extension services:		Measure 2b		OVRPDE / ED	Colleges			5.00
Faculty & Non-teaching staff	100					162	5	5.00
Students	100					155	5	5
Students	10%					83.53%	5	5
Number of IEC materials in every approved research-based extension program/project	1	Measure 2a		OVRPDE / ED	Colleges	2	5	5
Number of products commercialized	1	Measure 2b		OVRPDE / ED	Colleges	1	5	5
Number of Technology and Business Incubator (TBI) established	1	Measure 2b		OVRPDE, KTTD	ED, Colleges	1	5	5
Number of spin-off/startup companies established	1	Measure 2a		OVRPDE, KTTD	ED, Colleges	0	1	1
Number of employment generated from spin-off/startup companies	1	Measure 2a		OVRPDE, KTTD	ED, Colleges	0	1	1
Number of IP-based technologies/products generated	5	Measure 2a		OVRPDE, KTTD	ED, Colleges	0	1	1
II. SUPPORT FUNCTIONS			17,227					4.08
Support to Operations								
Number of GPs established	2	Measure 2b	RMD Manual	RMD	Charcellor, CDM, CEDU, IPD	2	5	5
Percentage of Projects aligned to LUDIP	100%	Measure 2b	RA 11396	IPD	LUDIP TWG, Office of the President	100%	5	5
ISO recertification application.	Recertified: before due date	Measure 3	PBB guidelines	QMC, QAD	Colleges, Offices	Recertified	5	5
General Administration and Support (CROSS CUTTING SACS)								
1. Percentage of faculty and non-teaching staff with individual working space and desktop computer	100%	Measure 2b		VPPQA/IPD	SDMD, ASD, VPAD, Finance Division	100.00%	5	5
2. Number of institution-wide activities conducted related to faculty and non-teaching staff development	10	Measure 2b		VPAD/HRMD	College and Offices	16	5	5
3 Percentage of faculty with doctorate degrees	32%	Measure 2b		VPAD/HRMD	Colleges	32.12%	5	5

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4. Percentage of non-teaching staff given job-skill training	50%	Measure 2b			VPAD/HRMD	Colleges and Offices	50%	5	5
5. Percentage of plantilla positions filled	98%	Measure 2b			VPAD/HRMD	Colleges and Offices	79.85%	1	1
6. Number of categories for personnel awards	8	Measure 2a			VPAD/HRMD	Colleges and Offices	11	5	5
7. Percentages of positions/designations with qualified faculty and non-teaching staff	100%	Measure 2b			VPAD/HRMD	Colleges and Offices	100%	5	5
2021 PBB compliance:									
1. Percentage of compliance to good governance condition.	100%	Measure 2b		PBB 2021	BAC Secretariat/VPAD	IPD, Procurement Unit, Colleges and Offices			
2. Percentage of compliance to PBB other cross cutting requirements.	100%	Measure 2b		PBB 2021	BAC Secretariat/VPAD	IPD, Procurement Unit, Colleges and Offices	81%	1	1
3. Percentage of compliance to PBB public financial management requirements.	100%	Measure 2b		PBB 2021	BAC Secretariat/VPAD	IPD, Procurement Unit, Colleges and Offices			
Financial:									
1. Utilization rate of internally generated income and business related funds:									4.166666667
* Utilization/Approved Budget	70%	Measure 2b		PBB 2021	VPAD/FD	Colleges and Offices	77%	5	5
* Disbursement/Utilization	90%	Measure 2b		PBB 2021	VPAD/FD		80%	2	2
2. Utilization rate of regular agency funds:									4
* Obligation/Allotment	100%	Measure 2b		PBB 2021	VPAD/FD	Colleges and Offices	99%	4	4
* Disbursement/Obligation	100%	Measure 2b		PBB 2021	VPAD/FD	Colleges and Offices	93%	3	3
3. Percentage of utilization of fiduciary funds for the improvement of student services	90%	Measure 2a		PBB 2021	VPAD/FD	Colleges and Offices	100%	5	5
TOTAL BUDGET									
260,565									
OVER-ALL RATING									
RATING									
4.00									
5									
4.69									
4.08									
5									
4.43									
TOTAL Over-All Rating									
4.50									
Very Satisfactory									

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NOTE: This area will only be signed after consolidation and rating is done by the end of rating period.		
Assessed by:	Reviewed by:	Approved by:
 DAJSY T. BESING Director, Institutional Planning Division Date: April 30, 2024	 TAMARA CHER R. MERCADO PMT-PMG Chair Date: April 30, 2024	 BONIFACIO S. GABALES, JR. President Date: April 30, 2024

Prepared by:

The Office of the Executive Assistant,
Office of the President from the reports
submitted by the OVPs, Office of the Secretary
of the University, Public Affairs Division,
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