



AREA I

VISION, MISSION, GOALS & OBJECTIVES

S.3. The Mission clearly reflects the Institution's legal and other statutory mandates.

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MISSION

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



MISSION STATEMENT TRANSLATED IN FILIPINO

Translated in Filipino

Misyon:

Maingat ang kalagayang sosyo-ekonomiko, maitatag ang maayos na

pagsasamahan ng iba't-ibang kultura sa katimugang bahagi ng Pilipinas at mapabuti ang uri ng pamumuhay sa pamamagitan ng instruksyon, riserts,

ekstensyon at produksyon.

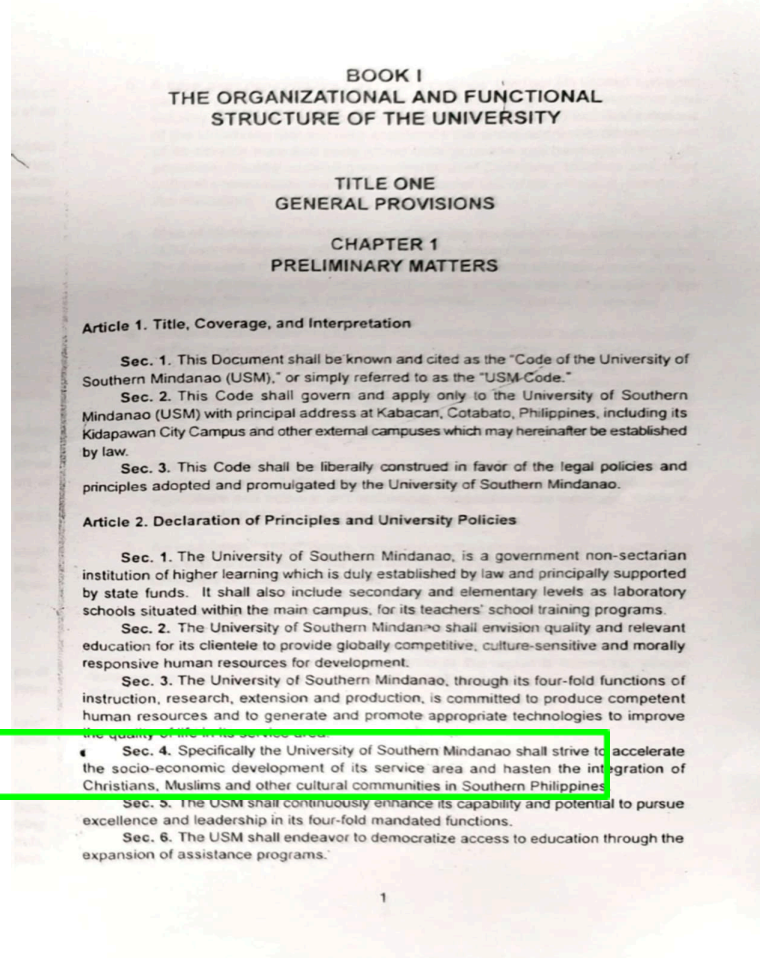
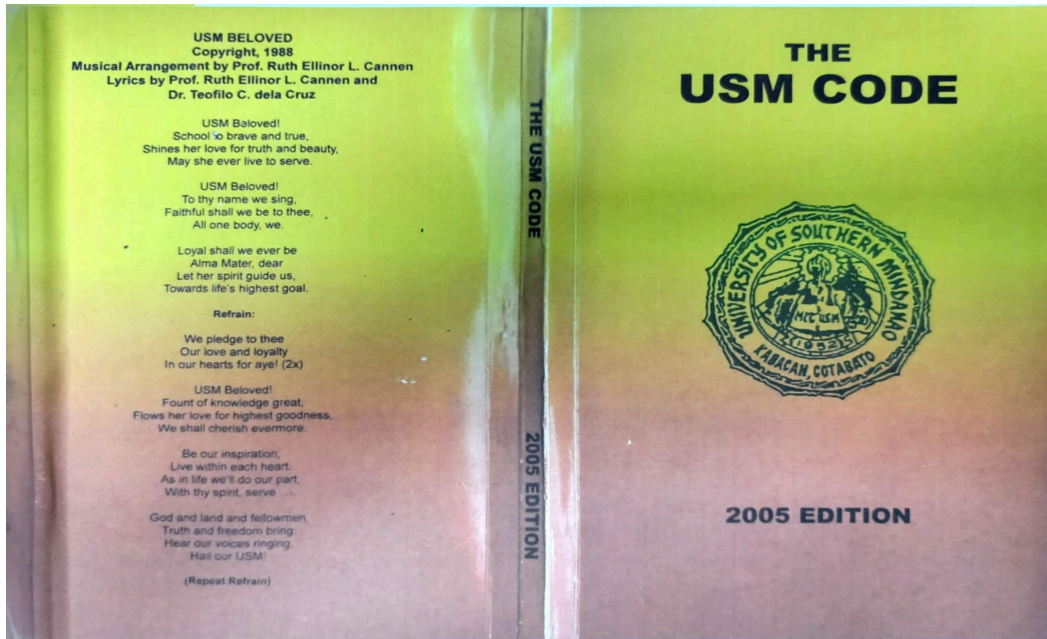
MISSION STATEMENT TRANSLATED IN CEBUANO

Maampingon nga kahimtang sa sosyo-ekonomiko, makatukod ug mayo nga

pamuy-anan alang sa nagkadaiyang gigikanan sa likod nga dapit sa Pilipinas ug mapahiluna ang

maanindot nga klase nga pagkinabuhi pinaagi sa instraksyon, riserts, extention ug produksyon.

USM CODE WITH MISSION STATEMENT



STUDENT MANUAL WITH MISSION STATEMENT

STUDENT PLEDGE

As a student privileged to be admitted to the University of Southern Mindanao for 1st Semester of School Year 2022-2023, I hereby promise to abide by all the rules and regulations laid down by its component authority.

Signature Over Printed Name

REPUBLIC OF THE PHILIPPINES
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato



OFFICE OF STUDENT AFFAIRS

STUDENT MANUAL with
SUPPLEMENTAL GUIDELINES

August 2022

USM VISION – MISSION, CORE VALUES AND QUALITY POLICY STATEMENT

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

Formerly MIT created by virtue of R. A. No. 763 on June 20, 1952. Formal opening as State College on October 1, 1954 under R. A. No. 998 (Enabling Act) signed on June 10, 1954 and converted into a State University under PD 1312 issued on March 13, 1978.

VISION

The University of Southern Mindanao envisions quality and relevant education for its clientele to be able to compete in a global, competitive and increasingly demanding human resources for development.

MISSION

The University of Southern Mindanao, through its four-fold functions of Instructions, Research, Extension, and Production is committed to produce competent human resources, generate and promote appropriate technologies to improve the quality of life.

Specifically, the University shall strive to accelerate the socio-economic development of its service area and to hasten the integration of Christians, Muslims and other cultural minorities in Southern Mindanao

CORE VALUES

Goodness, Responsiveness, Excellence, Assertion of Right, and Truth

USM QUALITY POLICY STATEMENT

(BOR Res. 096, s. 2016, BOR Res. 125, s. 2016 with revision and ISO 9001:2015 Document Number: USM-QMS-007)

The University of Southern Mindanao, as a premier university, is committed to provide quality instruction, research, development and extension services and resource generation that exceed stakeholders' expectations through the management of continual improvement efforts on the following initiatives:

1. Establish Key Result Areas and performance indicators across all mandated functions;
2. Implement quality educational programs;
3. Guarantee competent educational service providers;
4. Spearhead need-based research outputs for commercialization, publication, patenting, and develop technologies for food security, climate change mitigation and improvement in the quality of life;
5. Facilitate transfer of technologies generated from research to the community for sustainable development;
6. Strengthen relationship with stakeholders;
7. Sustain good governance and culture sensitivity; and
8. Comply to customer, regulatory and statutory requirements.

Sgd. Francisco GILN, Gilda, RPMAE, PhD
SUC President IV

USM HYMN

Musical Arrangement by Prof. Ruth Ellinor L. Cannen
Lyrics by Prof. Ruth Ellinor L. Cannen and
Dr. Teofilo C. dela Cruz
Copyright, 1988

USM Beloved
School so brave and true,
Shines her love for truth and beauty,
May she ever live to serve.

USM Beloved!
To thy name we sing,
Faithful shall we be to thee,
All one body, we.

Loyal shall we ever be
Alma Mater, dear
Let her spirit guide us,
Towards life's highest goal.

Refrain:

We pledge to thee
Our love and loyalty
In our hearts for aye! (2x)

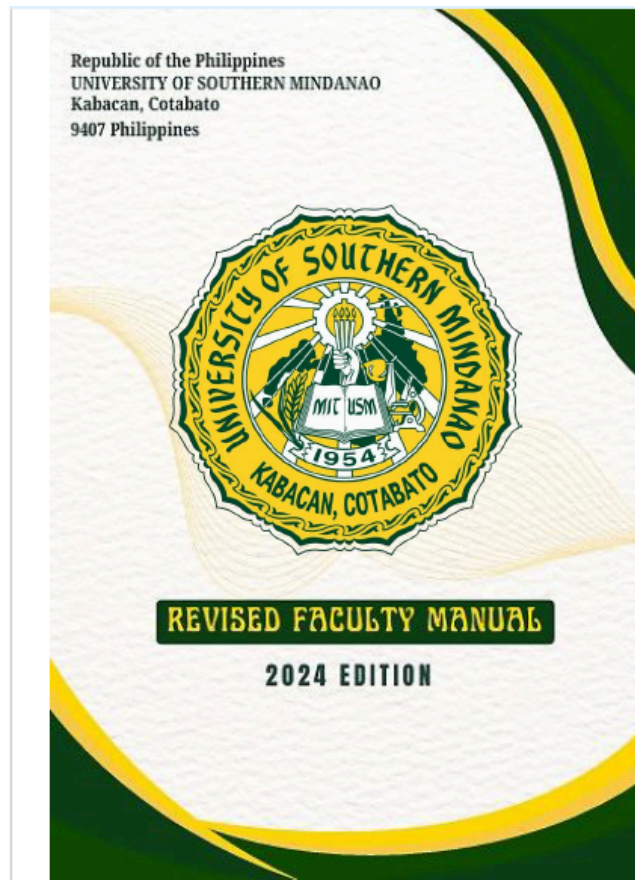
USM Beloved!
Fount of knowledge great,
Flows her love for highest goodness,
We shall cherish ever more.

Be our inspiration,
Live within each heart,
As in life we'll do our part,
With thy spirit serve.

God and land and fellowmen
Truth and freedom bring;
Hear our voices ringing,
Hail, our USM!

(Repeat Refrain 2x)

FACULTY MANUAL WITH MISSION STATEMENT



Preliminaries

INSTITUTIONAL INFORMATION

Vision, Mission, Core Values and Objectives (BOR Resolution No. 35, series of 2005)

VISION

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

MISSION

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


CORE VALUES

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

OBJECTIVES

In consonance with the national development goals and in order to translate and operationalize the principles and policies enshrined in the preceding Article, the USM sets the following objectives, to wit:

- anchor student learning in practical applications by providing opportunities for students to enhance learning through community experiences in a variety of curricular and co-curricular programs;
- ensure the continuous integration of the University of the community by identifying, developing, and maintaining mutually beneficial partnerships;
- continue to support events and activities, as well as construction of campus facilities that accommodate and encourage community interaction;
- lead in engaging students and faculty in the study and development of public policy in the Region;
- actively support the faculty and students in the teaching-learning process;
- provide enabling environment for faculty to pursue scholarly activities and creative achievement;

 USM Faculty Manual | 2

Sample Course Syllabi Integrating the Vision, Mission, Goals and Department Objectives



UNIVERSITY OF SOUTHERN MINDANAO					
Course Number	MFAS 02	Course Title	ADVANCES IN ANIMAL NUTRITION	Rev. No.	1
				Page	2 of 8

INSTITUTIONAL POLICIES	
Vision	Quality and relevant education for its clientele to be globally competitive, culture sensitive and morally responsive human resources for sustainable development.
Mission	Help accelerate socio-economic development ^{M_s} , promote harmony among the diverse cultures ^{M₂} and improve quality of life ^{M₃} through instruction, research, extension and resource generation in Southern Philippines.
Core Values	G -Goodness, R -Responsiveness, E -Excellence, A -Assertion of Right and T -Truth
USM Quality Policy Statement	<p>The University of Southern Mindanao, as a premier university, is committed to provide quality instruction, research development and extension services and resource generation that exceed stakeholders' expectations through the management of continual improvement efforts on the following initiatives.</p> <ol style="list-style-type: none"> 1. Establish key result areas and performance indicators across all mandated functions; 2. Implement quality educational programs; 3. Guarantee competent educational service providers; 4. Spearhead need-based research outputs for commercialization, publication, patenting, and develop technologies for food security, climate change mitigation and improvement in the quality of life; 5. Facilitate transfer of technologies generated from research to the community for sustainable development; 6. Strengthen relationship with stakeholders; 7. Sustain good governance and culture, sensitivity, and 8. Comply with customer, regulatory and statutory requirements.
Goals of the College	<ol style="list-style-type: none"> 1. Competent professionals who will be leaders in the fields of agriculture, industry, rural and economic development, science and technology, and education, and thus help improve the quality of life of the people in Southern Philippines. 2. Updated and innovative professionals equipped in the state-of-the-art all cutting edge technologies of their respective fields of specialization
Objectives	<ol style="list-style-type: none"> 1. MS/MA and PhD/EdD graduates who can meet the highest standards of performance in their various professions whether in the areas of Research, Instruction, Extension, and Resource Generation. 2. Be at par if not well above average in knowledge, skills, and values with other professionals or colleagues in the specific disciplines where they belong as offered by the Graduate School, among others: Education, Agriculture, Extension, Public Affairs Management, Mathematics, Industrial Arts, Language Teaching, Rural Development. 3. They can be authorities or experts of their own respective disciplines and can thus be depended upon by the community and clientele they serve.

REPUBLIC ACT NO. 763

REPUBLIC ACT NO. 763 - AN ACT TO ESTABLISH THE MINDANAO INSTITUTE OF TECHNOLOGY

Section 1. There is hereby established in the municipal district of Kabacan, Province of Cotabato, Island of Mindanao, a vocational college to be known as the Mindanao Institute of Technology which will offer not only elementary, secondary general, secondary vocational and normal courses of instruction but also collegiate agricultural and industrial courses leading to bachelors' degrees. It shall also offer opportunities for manual labor as assistance to self-supporting students.

Sec. 2. The head of the Institute shall be known as the President of the Mindanao Institute of Technology. He shall be appointed by the President of the Philippines upon the recommendation of the Board of Trustees of the Institute. The powers and duties of the President of the Institute, in addition to those specifically provided in this Act, shall be those usually pertaining to the office of the president of a college or university.

Sec. 3. The governing body of the Institute shall be the Board of Trustees of the Mindanao Institute of Technology. The said Board shall be composed of the Secretary of Education, who shall be the chairman, the Chairman of the Committee on Education of the Senate, the Chairman of the Committee on Education of the House of Representatives, the Director of Public Schools, the President of the College, and a prominent non-Christian resident of Cotabato to be designated by the President of the Philippines.

The trustees of the Institute shall serve without compensation other than actual and necessary expenses incurred either in attendance upon meetings of the Board or upon other official business authorized by resolution thereof.

Sec. 4. The Board of Trustees shall have the following powers and duties, in addition to its general powers of administration:

- (a) To receive and appropriate to the ends specified by law such sums as may be provided by law for the support of the Institutes;
- (b) To confer certificates, diplomas or degrees upon successful candidates for graduation;
- (c) To appoint, on the recommendation of the President of the Institute, teachers, principals, supervisors, instructors, professors, lectures, and other employees of the Institute, to fix their compensation, hours of service and such other duties and conditions as it may deem proper; to grant to them, in its discretion, leave of absence under such regulations as it may promulgate, any other provisions of law notwithstanding and to remove them for cause after an investigation and hearing shall have been had;
- (d) To approve the curricula and rules of discipline drawn up by the Institute Council as hereinafter provided;
- (e) To fix the tuition fees required of students, as well as matriculation fees, graduation fees and fees for laboratory courses, and special fees, and to remit the same in special cases;
- (f) To provide fellowships for faculty members and scholarships to students showing special evidence of merit;
- (g) To provide rules for its own government, and to enact for the government of the Institute such general ordinances and regulations, not contrary to law, as are necessary;

- (h) To receive in trust legacies, gifts, and donations of real personal property of all kinds and to administer the same and other properties of the Institute for the benefit of the Institute or for to any student, in accordance with the directions and instructions of the donor, and, in default thereof, in such manner as the Board of Trustees may in its discretion determine.
- (i) To mortgage, lease, pledge, or otherwise encumber the whole or any portion of the real or personal properties of the Institute.

Sec. 5. A quorum of the Board of Trustees shall consist of a majority of all members. All process against the Board of Trustees shall be served on the President or secretary thereof.

Sec. 6. On or before the fifteenth of June of each year, the Board of Trustees shall file with the President of the Philippines a detailed report, setting forth the progress, conditions, and needs of the Institute.

Sec. 7. There shall be an Institute Council consisting of the President of the Institute and of all instructors and professors of the Institute. The Council shall have the power to prescribe the curricula and rules and discipline, subject to the approval of the Board of Trustees. It shall fix the requirements for admission to the Institute, as well as for graduation and the receiving of a degree. The Council alone shall have the power to recommend students or others to be recipients of degrees. Through its President or committee, it shall have disciplinary power over the students within the limits prescribed by the rules of discipline approved by the Board of Trustees.

Sec. 8. The body of teachers, principals, supervisors, instructors and professors of the Institute shall constitute the faculty of the Institute, with the President of the Institute as the presiding officer. In the appointment of professors or instructors of the Institute, no religious test shall be applied, nor shall the religious opinions or affiliations of the faculty of the Institute be made a matter of examination or inquiry: Provided, however, That no instructor or professor in the Institute shall inculcate sectarian tenets in any of the teachings, nor attempt either directly or indirectly, under penalty of dismissal by the Board of Trustees, to influence students or attendants at the Institute for or against any particular church or religious sect.

Sec. 9. Professors and other regular instructors in the Institute shall be exempt as such from any civil service examinations or regulations as a requisite to appointment.

Section 10. There shall be a secretary of the Institute, appointed by the Board of Trustees. He shall be the secretary of such Board and also of the Institute, and shall keep such records of the Institute as may be designated by the Board.

Section 11. The following property and all its improvements are hereby transferred to the Mindanao Institute of Technology for the use of the Institute in carrying out the purposes on this Act:

C. T. Nos. 5 and 8, Lots Nos. 650-M and 649, PID-B.L. Survey 5 C-338-A, with sales Applications Nos. 338-A (E-29) of the Rio Grande Rubber Estate Company, situated in the municipal district of Kabacan, Province of Cotabato, Mindanao; containing an area of 1023.0025 hectares more or less (EPC Acct. No. 946).

The produce and income of the foregoing property and its improvements shall be expended by the Institute as hereinabove stated.

Section 12. The sum of fifty thousand pesos is hereby authorized to be appropriated from the National Treasury to carry the purposes of this Act.

Section 13. This Act shall take effect upon its approval.

Approved: June 20, 1952

REPUBLIC ACT NO. 4127

REPUBLIC ACT NO. 4127 - AN ACT TO AMEND CERTAIN SECTIONS OF REPUBLIC ACT NUMBERED SEVEN HUNDRED SIXTY-THREE, OTHERWISE KNOWN AS THE CHARTER OF THE MINDANAO INSTITUTE OF TECHNOLOGY

Section 1. Section one of Republic Act Numbered Seven hundred sixty-three, otherwise known as the Charter of the Mindanao Institute of Technology, is hereby amended to read as follows:

"Section 1. There is hereby established in the Municipal District of Kabacan, Province of Cotabato, island of Mindanao, a vocational college to be known as the Mindanao Institute of Technology which will offer not only elementary, secondary general, secondary vocational and normal courses of instruction but also collegiate courses leading to the degrees of Bachelor of Science in Home Economics, Bachelor of Science in Education, Bachelor of Science in Elementary Education, Bachelor of Science in Agriculture, Bachelor of Science in Civil Engineering, Bachelor of Science in Electrical Engineering, Bachelor of Science in Mining Engineering and such other courses leading to bachelor's degree. It shall also offer courses on the graduate level along its fields of specialization as the need of the college and community so demands. It shall likewise offer opportunities for manual labor as assistance to self-supporting students.

Sec. 2. Section three of the same Act is hereby amended to read as follows:

"Sec. 3. The governing body of the Institute shall be the Board of Trustees of the Mindanao Institute of Technology. The said Board shall be composed of the Secretary of Education, who shall be the Chairman, the Chairman of the Committee on Education of the Senate, the Chairman of the Committee on Education of the House of Representatives, the Director of Public Schools, the President of the College, the representative selected by the Mindanao Institute of Technology Alumni Association, and a prominent member of cultural minority of Cotabato to be designated by the President of the Philippines. In the absence or the inability of the Secretary of Education, or in the event that there is no incumbent Secretary of Education, the Undersecretary of Education shall act as the ex-officio chairman of the Board of Trustees. In the absence or inability of the Director of Public Schools to attend meetings of the Board, he shall be represented by the Assistant Director for Vocational Education.

"The trustees of the Institute shall serve without compensation other than actual and necessary expenses incurred either in attendance upon meetings of the Board or upon other

official business authorized by resolution thereof."

Sec. 3. Sub-section (c) of Section four of the same Act is amended to read as follows:

"(c) To appoint, on the recommendation of the President of the Institute, teachers, principals, supervisors, instructors, professors, lecturers, and other employees of the Institute, to fix their compensation, hours of service and such other duties and conditions as it may deem proper; to grant to them, in its discretion, leave of absence under such regulation as it may promulgate, any other provisions of law notwithstanding, and to remove them for cause after investigation and hearing shall have been had;â€

Sec. 4. Section six of the same Act is hereby amended to read as follows:

"Sec. 6. On or before the fifteenth of the second month after the opening of regular classes of each year, the Board of Trustees shall file with the President of the Philippines a detailed report, setting forth the programs, conditions, and needs of the Institute."

Sec. 5. This Act shall take effect upon its approval.

Approved: June 20, 1964

**MALACAÑANG
MANILA**

PRESIDENTIAL DECREE No. 1312

**CONVERTING THE MINDANAO INSTITUTE OF TECHNOLOGY INTO THE UNIVERSITY OF
SOUTHERN MINDANAO.**

WHEREAS, the constitution of the Philippines directs the State to establish and maintain a complete, adequate and integrated system of education relevant to the goals of national development, and further prescribes that all educational institutions shall aim, among other things, to develop scientific, technological and vocational efficiency;

WHEREAS, under Presidential Decree No. 6-A, promulgated on September 29, 1972, it has been declared a policy of the Government to orient the educational system towards an accelerated national economic growth;

WHEREAS, the southern part of Mindanao needs a state university to help in accelerating the socio-economic development of the region;

WHEREAS, the Mindanao Institute of Technology, established under Republic Act Numbered Seven Hundred Sixty Three as amended by Republic Act Numbered Four Thousand One Hundred Twenty Seven, situated in the Municipality of Kabacan, Province of North Cotabato, has achieved a high degree of development that it is now capable of rendering greater service to the people of Mindanao;

WHEREAS, the Institute is strategically located, being situated at the intersection of the highways connecting the cities of Cotabato, Davao and Cagayan de Oro and, therefore, very accessible to students from the different parts of Mindanao;

WHEREAS, the Conversion of the Mindanao Institute of Technology into a University which broadens its curricular offerings would permit the enrollment of more students in different higher education courses, thus hastening the integration of Christians, Muslims, and other cultural communities in Southern Mindanao;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers in me vested by the Constitution, and pursuant to Proclamation No. 1081 dated September 21, 1972, as amended, do hereby order and decree to be part of the laws of the land the following:

Section 1. The present Mindanao Institute of Technology, located in the Municipality of Kabacan, Province of North Cotabato, is hereby converted into the University of Southern Mindanao (USM).

Section 2. The University shall have the following major functions:

(a) Provide programs of instruction and professional training primarily in the fields of science and technology, specially in agriculture and industrial fields;

(b) Promote advance studies, research and extension services and progressive leadership in all fields of agriculture, including agribusiness, foods and nutrition, fishery, forestry, animal and veterinary

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sciences, engineering, industrial education, and other courses needed in the socio-economic development of Mindanao;

(c) Develop courses at the graduate level along its fields of specialization to respond to the needs of development workers in the academic community in the region;

(d) Provide non-formal education and undertake vigorous extension and research programs in food production, nutrition, health and sports development; and

(e) Offer scholarships and/or part-time job opportunities to deserving students from low-income families.

Section 3. The University of Southern Mindanao shall have the general powers of a corporation set forth in the Corporation Law, and the administration of such University and the exercise of its corporate powers are vested exclusively in the Board of Regents and in the President of the University insofar as authorized by said Board.

Section 4. The head of the University shall be known as the President of the University of Southern Mindanao. He shall be appointed by the Board of Regents for a term of six years with a contingent appointment of University Professor in his discipline and a compensation to be fixed by the said Boards. The powers and duties of the President of the University, in addition to those specifically provided for in this decree, shall be those usually pertaining to the Office of the President of the University.

Section 5. The governing body of the University shall be the Board of Regents of the University of Southern Mindanao.

(a) The Board of Regents shall take appropriate steps to ensure that the establishment of the University of Southern Mindanao shall aim at the speedy realization of the goals above indicated;

(b) To facilitate this objective, there shall be a Board of Regents of eight members composed of:

1.	Secretary, Department of Education and Culture	Chairman
2.	University President	Vice-Chairman
3.	Director for Regional Planning, National Economic & Development Authority (NEDA)	Member
4.	President of the USM Alumni Association	Member
5.	One prominent Muslim of the Region to be appointed by the President of the Philippines upon recommendation of the Secretary of Education and Culture	Member
6.	Secretary, Department of Agriculture	Member
7.	Chairman, National Science Development Board	Member
8.	A representative of the USM Student Body	Member

(c) Members of the Board shall serve without compensation in any form whatsoever, whether as salary, honorarium, allowances or other emoluments; Provided, however, that actual and necessary expenses incurred either in attendance upon meeting of the Board or upon other official business duly authorized by the Board may be reimbursed by the members.

Section 6. In addition to its general powers of administration, the Board of Regents shall have the following powers and duties:

(a) To appoint, upon the recommendation of the President, the following:

1. The Secretary of the University, and other officers of administration therein;
2. The deans, directors, or heads of colleges, schools, institutes and other principal units of the University, academic or non-academic, which are not supervised by or attached to such units;
3. Faculty members with the rank of associate professor or higher, professional lecturers, visiting or exchange faculty; and other officers and employees whose starting salaries are at least equal to that of associate professor, insofar as the following personnel actions are involved: original appointments; reappointments/renewal/transfer with change in rank or salaries; and promotion or salary increases.

(b) To plan and provide for the establishment of schools, colleges, and departments for the professional degrees in agriculture, engineering, home economics, education, industrial education, forestry, fishery, animal and veterinary medicine sciences, architecture and other such schools, colleges, and departments as deemed necessary; and advanced or graduate degrees along the foregoing fields.

(c) To authorize and appropriate revolving funds for the operation and management of all university income producing projects and to promulgate rules and regulations for the operation and management of the same and for the accounting and auditing of their funds, income and expenses, any provisions of law to the contrary notwithstanding.

(d) To admit to the University, public institutions of learning in Southern Mindanao which may desire to affiliate as schools or colleges or branches of the University; Provided, That such institutions are eligible for affiliation and that such affiliation will enhance the purposes of the University.

(e) To authorize the construction and repair of all university buildings and other permanent improvements under the direct administration and supervision of the University, upon recommendation of the President.

(f) To promulgate policies, rules and regulations necessary for the effective and efficient governance of the university, delegate certain authorities and responsibilities to the President as deemed appropriate, and prescribe rule under which the President can enter into contracts without prior approval of the Board of Regents, for the acquisition of properties and services, and purchase of equipment and supplies not exceeding certain cost or value; Provided, that all such contracts shall be reported to the Board of Regents and purchase of equipment and supplies not exceeding certain cost or value; Provided, that all such contracts shall be reported to the Board of Regents.

Section 7. The President shall be the chief executive of the University and shall have the following powers and responsibilities:

(a) To provide leadership for the University and shall preserve and protect its academic integrity and ensure the observance and implementation of the policies laid down by the Board of Regents.

(b) To exercise within the framework of University policies primary authority and responsibility over the following areas: development planning and resource allocations; grants, endowments and fund raising; external relations and public affairs; and University policy relating to regional development programs, curricula, and matters affecting the rights, privileges, responsibilities and welfare of the University constituency.

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- (c) To formulate integrated and comprehensive plans for the University, including academic, research, extension, physical development, and fiscal plans.
- (d) To coordinate the activities and programs of the University with the other component units and institutions, and have under review goals and objectives of the various units and institutions, appraise their performance in relation to goals, and recommend appropriate action by the Board of Regents.
- (e) To appoint officers, faculty members, and other employees in the University, subject to Section 6 of this decree; and to designate officers-in-charge of the units therein for a period not exceeding two months, without prejudice to the authority granted deans and directors to designate officers-in-charge their respective units.
- (f) To appoint, transfer or promote personnel of the University as herein below provided; fix their work schedules; grant leaves of absence; and approve their special detail, additional assignments, additional compensation, resignation and retirement in accordance with the policies approved by the Board of Regents.
- (g) To set up machinery for review of all disciplinary actions appealable to the Office of the President, and for the consideration of positions for redress of grievances.
- (h) To submit to the Board of Regents the course of study and academic programs, rules of discipline, and awards of degrees and diplomas as recommended by the University Council.
- (i) To award fellowships, assistantships and scholarships to students, faculty members and other personnel, in accordance with the policies prescribed by the Board of Regents.
- (j) To plan, prepare and implement a University program for the training and education of adult citizens and out-of-school youths.
- (k) To negotiate and obtain grants for specific projects, gifts and donations of real or personal property of all kinds, subject to the confirmation of the Board of Regents, and to administer the same for the benefit of the University, its units, departments, or students in accordance with the directions and instructions of the donor, and in default thereof, in such manner as the Board of Regents may in its discretion determine.
- (l) To maintain links with other academic and research institutions as to ensure fruitful academic and technical interchange and maximize the use of human and physical resources.
- (m) To prepare for approval of the Board of Regents the budget of the University.
- (n) To submit to the Board of Regents annual report on the operation of the University, and such other reports as the latter may require.
- (o) To prescribe rules and regulations not contrary to law for the governance of the University consistent with its purposes and the policies laid down by the Board of Regents.
- (p) To exercise such other powers and discharge such other responsibilities as may be delegated to him by the Board of Regents; Provided, that he shall institute or effect an appropriate and efficient exercise or discharge such powers or responsibilities as may be necessary for the expeditious administration of the University.

Section 8. A quorum of the Board of Regents shall consist of a majority of all the members holding office at the time the meeting is called. All processes against the Board of Regents shall be served on the President or secretary thereof.

Section 9. There shall be a secretary of the University, who shall serve concurrently as the Secretary of the Board of Regents.

Section 10. There shall be a University Council consisting of the President, Vice-President/s, Deans, Heads of Academic Departments, Assistant Professors, Associate Professors, and Professors. The President shall be the chairman of the Council.

Subject to the approval of the Board of Regents, upon the recommendation of the President in accordance with the policies and standards established by the Board, the University Council shall:

- (a) Prescribed the course of study, curricula and rules of discipline of students;
- (b) Fix the requirements for admission to any College or unit of the University and for graduation and the awarding of degrees;
- (c) Recommend recipients of degrees or diplomas;
- (d) Exercise disciplinary powers over the students through the President or its appropriate Committees pursuant to the rules of discipline prescribed by the Board of Regents; and
- (e) Create Committees as it may deem necessary for the performance of its functions.

Section 11. The instructors and professors of each College shall constitute its faculty to be presided by a Dean who shall be selected from among the members of such faculty for a term fixed by the University Council and conformed by the Board of Regents, upon recommendation of the President of the University.

Section 12. In the appointment of instructors or professors to the University, religious opinions or affiliations shall not be made a matter of inquiry or explanation; Provided, however, that no instructor or professor shall inculcate sectarian tenets in any of his teachings nor attempt directly or indirectly, under penalty of dismissal by the Board of Regents, to influence students or attendants of the University for or against any particular church, denomination or religious sect; Provided, further, that no member of the faculty of the University shall attempt directly or indirectly, under penalty of dismissal by the Board of Regents, to influence students or attendants of the University towards any ideology, political or otherwise, which preaches the overthrow of the Government through violence or subversion.

Section 13. Professors or instructors seeking appointments in the University shall be exempt from Civil Service Examinations or regulations; provided, however, that copies of their appointments shall be furnished to the Civil Service Commission for notation and record purposes.

Section 14. A student shall not be denied admission to the University by reason of sex, ethnic consideration, religious belief or affiliation.

Section 15. On or before the fifteenth day of January of each calendar year, the Board of Regents shall file with the President of the Philippines a detailed report setting forth the progress, condition and needs of the University.

Section 16. Heads of Bureaus and Offices of the National Government are hereby authorized to loan or transfer, upon request of the President of the University, such apparatus, equipment or supplies as may be needed by the University and to detail employees for duty therein, when in the judgment of the head of the Bureau or Office, such apparatus, equipment, supplies or services of such employees can be spared without serious detriment to the public service. Employees so detailed shall perform such duties as required under such detail, and the time so employed shall be counted as part of their official service.

Section 17. The College President and all the personnel of the Mindanao Institute of Technology, as well as its unexpended appropriations, and all its assets and liabilities are hereby automatically absorbed by the University of Southern Mindanao. The position of College President of the Mindanao Institute of Technology is hereby converted into University President without the necessity of issuance of new appointment; Provided, that the six years term starts upon the approval of this decree.

Section 18. In addition to the amount already appropriated for the Mindanao Institute of Technology, there is hereby authorized to be appropriated the sum of Twenty (P20) Million Pesos for purposes of carrying out immediately the provisions of this decree. Hereafter, the sum of Ten (P10) Million Pesos, in addition to existing budget, shall be appropriated annually and included in the General Appropriation Act to carry out the provisions of this Decree.

Section 19. All acts, parts of acts, executive orders, ordinances, rules and regulations which are inconsistent with the provisions of this decree are hereby repealed, amended or modified accordingly.

Section 20. This decree shall take effect immediately.

Done in the City of Manila, this 13th day of March, in the year of Our Lord, nineteen hundred and seventy-eight.

(Sgd.) **FERDINAND E. MARCOS**
President of the Philippines

By the President:

(Sgd.) **JACOBO C. CLAVE**
Presidential Executive Assistant