

Bachelor of Science in Environmental Science



BAGONG PILIPINAS



AREA I

IMPLEMENTATION

I.1 |

The Institution/College conducts a review on the statement of the Vision and Mission as well as its goals and program objectives for the approval of authorities concerned.



IMPLEMENTATION

I.1. The Institution/College conducts a review on the statement of the Vision and Mission as well as its goals and program objectives for the approval of authorities concerned.

STRATEGIC PLAN 2020-2024 PROGRAM

VISION

A learning institution that transforms individual into globally-competitive human capital in fisheries, maritime and information technology, pedagogy and industries for the rational management of aquatic resources.

MISSION

Generate and manage knowledge in the institution's academic disciplines, produce ecologically-conscious professionals, provide leadership in the sustainable development of aquatic ecosystems, and contribute to the improvement of the quality of life of the people.

ACKNOWLEDGEMENT

We would like to express our sincere gratitude to all those who, in one way or the other contributed to the success of this endeavor, most specially to God almighty.

CORE VALUES

Zeal
 Synergy
 Commitment
 Motivation
 Self-Reliance
 Trust

PROPOSED CORE VALUES

#I CARE

Commitment • Attitude • Relationship • Excellence

ZSCMST STRATEGIC PLAN 2020-2024
 Seminar-Workshop

ALINDARAN LAKEVIEW RESORT NOVEMBER 5-7 / 2019

Day 1 - November 05, 2019	Day 2 - November 6, 2019	Day 3 - November 7, 2019
<p>7:30 - 8:00 Registration</p> <p>8:00 - 8:30 Opening Program Invocation and National Anthem Welcome Remarks _____ DR. JAIME G. JALON College President</p> <p><i>Acknowledgment of Participants, Resource Persons and Stakeholders</i></p> <p>8:30 - 9:00 Overview (Protocol, Guidelines, _____ CARLO MAGNO M. SALAGOT Planning Office</p> <p>9:00 - 10:00 Regional Development _____ Hon. PHILORITA A. BODAO Plan OC Regional Director, NSCA II Represented by: MS. ELEANOR M. BEYES Chair Economic Development Specialist/Dir.</p> <p>10:00 - 12:00 OIC best Practices in Research, _____ DR. EMMANUEL F. USARO Extension, Internationalization, COE and COE Programs Professor/Dir. Director of Instruction Department of Biology, Central Mindanao University (Open Forum)</p> <p style="text-align: center;">LUNCH</p> <p>1:00 - 2:00 Where are we now _____ DR. JESUS POLANDO A. SAMPON (Based on the perspective of _____ Special Assistant to the President for SPMS SUC Leveling, AACUP, and Plan 2020)</p> <p>2:00 - 3:00 Building ZSCMST Innovation _____ DR. JAIME G. JALON Ecosystem _____ College President</p> <div style="border: 2px solid red; padding: 5px;"> <p>3:00 - 4:00 Review Outgoing of the _____ CARLO MAGNO M. SALAGOT proposed VMGO and Core Values, _____ Quality Policy _____</p> </div> <p>4:00 - 5:00 Workshop by Cluster</p> <p style="text-align: right; font-size: small;">Ms. Esther T. Liza Facilitator</p>	<p>8:00 - 8:15 Invocation</p> <p>8:15 - 9:30 Presentation of Strategic Plans by Cluster</p> <p>8:15 - 9:30 Strategic Plan for Academic Support Services _____ Team Leader Group Discussion _____ Unit Director Moderator: _____ Hon. EDMUND ADAN T. CLASO Operations Manager, ASON Shipping Corp. Councilor, City of Zamboanga</p> <p>9:30 - 10:45 Strategic Plan for General _____ Team Leader Administration and Support Services _____ Group Discussion _____ Team Members Moderator: _____ Mr. HECTOR H. RAMBLANO JR. Asst. Secretary</p> <p>10:45 - 12:00 Strategic Plan for Research and _____ Team Leader Extension _____ Group Discussion _____ Team Members Moderator: _____ Hon. CHRISTIANO P. CASIBO Planning/Regulation Officer II Science Scholarship Program Coordinator SRA - II</p> <p style="text-align: center;">LUNCH</p> <p>1:00 - 2:15 Strategic Plan for Instruction _____ Team Leader Group Discussion _____ Program Adviser Moderator: _____ Hon. MARIO ETICHE O. HIBONADA President, ZSCMST Alumni Association Member, ZSCMST Board of Trustees Mr. SEBASTIAN T. GO Mr. ALAN CASSA A. LUY Mr. MARIO N. ORSOGGIO Tourism Industry</p> <p>2:15 - 3:30 Strategic Plan for Income Generation _____ Team Leader Group Discussion _____ Team Members Moderator: _____ Hon. REYNOLDO S. CANDIDO Business Sector Private Sector Representative Member, ZSCMST Board of Trustees</p>	<p>3:30 - 5:00 Overall Outgoing of the outputs _____ Hon. PHILORITA A. BODAO Hon. MARIO ETICHE O. HIBONADA Hon. REYNOLDO S. CANDIDO Dr. EMMANUEL F. USARO Ms. ELEANOR M. BEYES Capt. EDMUND ADAN T. CLASO STUDENT REPRESENTATIVES</p> <p style="text-align: center;">Day 3 - November 7, 2019</p> <p>8:00 - 8:15 Invocation _____</p> <p>8:15 - 10:30 Presentation of the _____ CARLO MAGNO M. SALAGOT Consolidated Strategic _____ Plan 2020-2024 _____ with _____ DR. JESUS POLANDO SAMPON Special Assistant to the President for SPMS</p> <p><i>Project Organizational Structure</i></p> <p>8:30 - 12:00 Synthesis _____ Moderator: _____ Dr. Jaime G. Jalon Hon. MARIO ETICHE O. HIBONADA Hon. REYNOLDO S. CANDIDO Dr. EMMANUEL F. USARO Dr. Jesus Polando A. Sampón Mr. HECTOR H. RAMBLANO JR. Mr. CHRISTIANO P. CASIBO Capt. EDMUND ADAN T. CLASO STUDENT REPRESENTATIVES</p> <p>_____ DR. JESUS POLANDO SAMPON Special Assistant to the President for SPMS</p> <p style="text-align: center;">LUNCH</p> <p>12:00 - 1:00 _____</p> <p>1:00 - 4:00 Administrative Council Meeting</p> <p>4:00 - 5:00 Administrative Council Meeting</p> <p style="text-align: right; font-size: small;">Mr. Alexander A. Tang Facilitator</p>



STRATEGIC PLAN 2020-2024 INVITATION FOR THE DIFFERENT STAKEHOLDERS

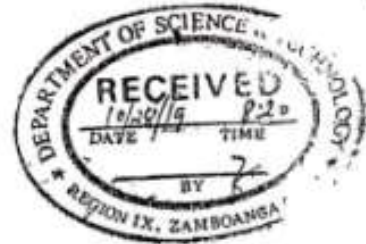


Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
Fort Pilar, Zamboanga City 7000
Tel. No.: (062) 992-3092; Telefax: (062) 991-0777
www.zscmst.edu.ph

OFFICE OF THE PRESIDENT

October 23, 2019

HON. MARTIN A. WEE
Regional Director
Department of Science and Technology
Regional Office IX
Pettit Barracks, Zamboanga City



Sir:

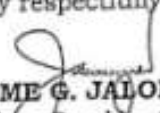
The role of stakeholders in higher education institutions such as Zamboanga State College of Marine Sciences and Technology (ZSCMST) is perceived to be extremely significant. Salient inputs and feedbacks generated from the institution's stakeholders form an integral and essential part in the delivery of its major functions in higher education, i.e. instruction, research, extension, and production.

Thus, as ZSCMST crafts its five-year plan, the undersigned is pleased to invite your presence, as one of our **Resource Person**, in its Strategic Planning 2024 scheduled on **November 05-07, 2019** at the **Allindahaw Lakeview Resort, Pagadian City**.

Your attendance and inputs will certainly contribute to a well-defined, vision-driven, and customer-focused five-year plan for ZSCMST.

Thank you very much as we foresee your favorable response to this invitation, in this another breakthrough endeavor of the College.

Very respectfully yours,


JAIME G. JALON, Ph.D.
College President



STRATEGIC PLAN 2020-2024 INVITATION FOR THE DIFFERENT STAKEHOLDERS

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OFFICE OF THE PRESIDENT

October 23, 2019

DR. MILABEL ENRIQUEZ-HO
University President
Western Mindanao State University
Normal Road, Baliwasan, Zamboanga City



Madam:

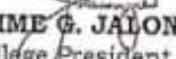
The role of stakeholders in higher education institutions such as Zamboanga State College of Marine Sciences and Technology (ZSCMST) is perceived to be extremely significant. Salient inputs and feedbacks generated from the institution's stakeholders form an integral and essential part in the delivery of its major functions in higher education, i.e. instruction, research, extension, and production.

Thus, as ZSCMST crafts its five-year plan, the undersigned is pleased to invite the presence of **Dr. Mario Ritchie O. Hibionada**, Dean of Criminal Justice Education and President of ZSCMST Alumni Association Inc., as one of our *Resource Person* in its Strategic Planning 2024 scheduled on **November 05-07, 2019** at the **Alindahaw Lakeview Resort, Pagadian City**.

His attendance and inputs will certainly contribute to a well-defined, vision-driven, and customer-focused five-year plan for ZSCMST.

Thank you very much as we foresee your favorable approval to this invitation, in this another breakthrough endeavor of the College.

Very respectfully yours,


JAIME G. JALON, Ph.D.
College President





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OFFICE OF THE PRESIDENT

October 24, 2019

CAPT. KHYMER ADAN T. OLASO
Operation Manager
Aleson Shipping Corporation, Inc.
172 Veterans Avenue, Zamboanga City

Sir:

The role of stakeholders in higher education institutions such as Zamboanga State College of Marine Sciences and Technology (ZSCMST) is perceived to be extremely significant. Salient inputs and feedbacks generated from the institution's stakeholders form an integral and essential part in the delivery of its major functions in higher education, i.e. instruction, research, extension, and production.


Thus, as ZSCMST crafts its five-year plan, the undersigned is pleased to invite your presence, as one of our valued stakeholders, in its Strategic Planning 2024 scheduled on **November 05-07, 2019 at the Alindahaw Lakeview Resort, Biswangan, Junction Tubod-Lakewood Road, Bayan ng Lakewood, Zamboanga del Sur.**

Your attendance and inputs will certainly contribute to a well-defined, vision-driven, and customer-focused five-year plan for ZSCMST.

Thank you very much as we foresee your favorable response to this invitation, in this another breakthrough endeavor of the College.

Very respectfully yours,


JAIME G. JALON, PH.D.
College President


Recepcion General
Received 10/23/19





ATTENDANCE DURING THE STRATEGIC PLAN 2020-2024



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ZSCMST STRATEGIC PLANNING 2020-2024 SEMINAR-WORKSHOP

Allindahaw Lakeview Resort, Biswangan, Junction Tubod-Lakewood
 Road, Bayan ng Lakewood, Zamboanga Del Sur November 5-7, 2019

DAY 1 (November 5, 2019)

NO.	NAME	SIGNATURE	
		AM	PM
1.	CESAR NARVASA	[Signature]	[Signature]
2.	RODOLFO MAHMOT	[Signature]	[Signature]
3.	JULIE ANNE A. GONZALES	[Signature]	[Signature]
4.	Rolando S. Duplader	[Signature]	[Signature]
5.	Rogan C. Siboy	[Signature]	[Signature]
6.	RODOLFO L. MAHMOT C. Siboy	[Signature]	[Signature]
7.	GEORGINA A. MARCOS	[Signature]	[Signature]
8.	Lambiquit, Wilson L.	[Signature]	[Signature]
10.	SEBASTIAN JR. LARIE L.	[Signature]	[Signature]
11.	Mandose, Dominic John A.	[Signature]	[Signature]
12.	JAVIER, HUNTA-VER B	[Signature]	[Signature]
13.	Marang, Michelle T.	[Signature]	[Signature]
14.	Resurreccion Arnel O.	[Signature]	[Signature]
15.	TRIO, DOMINIC D.	[Signature]	[Signature]
16.	ANON, DAYNA D.	[Signature]	[Signature]
17.	Jacelyn T. Almonte	[Signature]	[Signature]
18.	SPINAWA, Michael G.	[Signature]	[Signature]
19.	Jaclyn M. Omar	[Signature]	[Signature]
20.	Helie, G. Candido	[Signature]	[Signature]
21.	Armand H. Lee	[Signature]	[Signature]
22.	Esther T. Jim	[Signature]	[Signature]
23.	Arlin C. Reyes	[Signature]	[Signature]
24.	ERIC S. Dillokays	[Signature]	[Signature]
25.	JEHAD A. ABUBAKAR	[Signature]	[Signature]
26.	BRIACQUAN LASAGAS	[Signature]	[Signature]
27.	Romy Bryan	[Signature]	[Signature]
28.	Carvelto V. Torralba	[Signature]	[Signature]
29.	Aileen S. Tibeta	[Signature]	[Signature]
30.	IGIDRO, MICA MAE DP.	[Signature]	[Signature]
31.	Ramillano, Divina U.	[Signature]	[Signature]
32.	Romillano, Hester A. Sr.	[Signature]	[Signature]
33.	Rachel A. Lantigua	[Signature]	[Signature]
34.	Arman L. Pangasinan Jr.	[Signature]	[Signature]



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Alindahaw Lakeview Resort, Biswangan, Junction Tubod-Lakewood
 Road, Bayan ng Lakewood, Zamboanga Del Sur November 5-7 2019

DAY 1 (November 5, 2019)

35.	HALLIL, JA. SERVAANDO D		
36.	RAYMOND AN L W		
37.	CONSORCA P FAGILA		
38.	ALNASSER AHMO XADP		
39.	FLORSTE B. APAD		
40.	ELEANOR B. PUYONG		
41.	RUBY B. ANTON		
42.	CHERRY ANN L. BAUTISTA		
43.	BARBARA FU DUMBO		
44.	YOLANI, MURZA P.		
45.	AMEL G. BANDALA		
46.	HERJURI T. PALOME		
47.	BARCEL, CARLO MATHEO		
48.	THANANDA, REYNALDA D.		
49.	VICENTE, MARIALYN P.		
50.	VELASCO, JESSICA W.S.		
51.	FREDALYN DAJAN		
52.	WILSON E. BOTTEZ		
53.	EMMANUEL PACHECO LEANO		
54.	VAINO G. JALON		
55.	ELEANOR M. THONG		
56.	MARIO RICHIEO. HIBIONDA		
57.	REYNERIO S. CANDIDO		
58.	CRAVINO P. CAMPINO		
59.	Jesus Rolando Jimson		
60.	KATHER ABAN D. CLARO		



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Alindahaw Lakeview Resort, Biswangan, Junction Tubod-Lakewood
 Road, Bayan ng Lakewood, Zamboanga Del Sur November 5-7, 2019

DAY 2 (November 6, 2019)

NO.	NAME	SIGNATURE	
		AM	PM
1.	Lambiguira, Wilton L.		
2.	GONZALES, JULIE ANNE A.		
3.	Regan C. Gita		
4.	Rolando S. Tablada		
5.	ALLAN, DAYNA O.		
6.	Cherry Joy L. Bouffosis		
7.	Ruby B. Allen		
8.	MAESTRO, CARLOS PETERO		
10.	Jocelyn T. Almonte		
11.	Jaclyn M. Omar		
12.	Aleli G. Cardido		
13.	Armand H. Lee		
14.	Arnell S. Ziblan		
15.	Dennis U. Ramirez		
16.	Jesus Rolando Samson		
17.	Alinasser Almad Yusop		
18.	Rachel O. Laminan		
19.	Raymond M. Lim		
20.	Kresten L. Panganiapan Jr.		
21.	HALLI, JR. BERWANTO D		
22.	JAVIER, HUNCHA-VER B.		
23.	MASONG, MICHELLE T.		
24.	Resurreccion Arred C.		
25.	DEATHA OR, LARIE L.		
26.	Gardase, Dominic John A.		
27.	Alvin C. Kevils		
28.	ISIDRO, MICA MAJE DP		
29.	Valeri, Nuriza P.		
30.	TRIO, ROMERICO D.		
31.	Raul		
32.	ELAQUINA USACAS		
33.	Eleanor B. Pineda		
34.	Flora B. Ayon		



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Alindahaw Lakeview Resort, Biswangan, Junction Tubod-Lakewood
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DAY 2 (November 6, 2019)

35.	Jehuda L. Ablesker		
36.	GEORGINA A. MARCOS		
37.	CHRIS A. MARANDA		
38.	RODOLFO L. MAMHOT		
39.	Jehuda C. Sayo		
40.	Rogemar F. Durabon		
41.	ERNE S. Villaverde		
42.	SHADIWA, Maureen G.		
43.	CRISTINA Y. CATIBONG		
44.	KATHERINE ADAN T. BARRA		
45.	MARIA RICHIE O. HIBONTOA		
46.	Fredelyn F. Cajay		
47.	TURNANZA, Reymond D.		
48.	ANTONIO V. BONGALDO		
49.	HECTOR A. BAMBILANO JR.		
50.	Jaime G. Jalon		
51.	ESTHER T. Lim		
52.	RENERIO S. CAUDIDO		
53.	CRISTINA A. FABRA		
54.	Marialyn Vicente		
55.	Wilson F. Pantoja		
56.	EMMANUEL PACHECO LEAÑO		
57.	WYNNIE S. SERRANO		
58.	Hergun T. Balonir		
59.	And G. Bantala		
60.	Rizal A. Si Guyon		



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Allindahaw Lakeview Resort, Biswangan, Junction Tubod-Lakewood
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DAY 3 (November 7, 2019)

NO.	NAME	SIGNATURE	
		AM	PM
1.	Patricia Cirilo Sison	[Signature]	[Signature]
2.	Carolina T. [unclear]	[Signature]	[Signature]
3.	Raymark P. Domingo	[Signature]	[Signature]
4.	Fredelyn Ojeda	[Signature]	[Signature]
5.	NONERILIE D. TRIO	[Signature]	[Signature]
6.	Lombiguit, Wilson L.	[Signature]	[Signature]
7.	GEDALAN JR., LARIE L.	[Signature]	[Signature]
8.	Cardose, Dominic John A.	[Signature]	[Signature]
10.	JAVIER, HUISSA-VER B.	[Signature]	[Signature]
11.	Resurreccion Anal C.	[Signature]	[Signature]
12.	Masong Michelle F.	[Signature]	[Signature]
13.	JULIE ANNE A. GONZALES	[Signature]	[Signature]
14.	Rolando Tublan	[Signature]	[Signature]
15.	REYNOLDO S. CANDIDO	[Signature]	[Signature]
16.	REGAN C. SITOY	[Signature]	[Signature]
17.	[unclear]	[Signature]	[Signature]
18.	HEIDI H. RAMILLO JR.	[Signature]	[Signature]
19.	Jedeth C. Soguro	[Signature]	[Signature]
20.	[unclear]	[Signature]	[Signature]
21.	EUGENIM LARIGAN	[Signature]	[Signature]
22.	CRISTINA T. CAYUBIG	[Signature]	[Signature]
23.	Jela Subster	[Signature]	[Signature]
24.	Marielyn Vicente	[Signature]	[Signature]
25.	MARIO RICHIE D. HIBIONERA	[Signature]	[Signature]
26.	KARINA ADAN T. MARY	[Signature]	[Signature]
27.	[unclear]	[Signature]	[Signature]
28.	EMMANUEL PACHECO LEAÑO	[Signature]	[Signature]
29.	Armen S. Tublan	[Signature]	[Signature]
30.	Peter T. Lim	[Signature]	[Signature]
31.	Rachel D. Laminaga	[Signature]	[Signature]
32.	Emmanuel D. FERRER	[Signature]	[Signature]
33.	ROBERTO L. MAMHOT	[Signature]	[Signature]
34.	HALILI, JR.; SERUANDO D.	[Signature]	[Signature]



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DAY 3 (November 7, 2019)

	A.M.	P.M.
35. JUANITA DENNISA D-		
36. GEORGINA R. MARCOS		
37. Jocelyn T. Almonte		
38. Diginias Uy Raymiller		
39. Wilson		
40. Jessica W.-S. Velasco		
41. ANNA DAYA D.		
42. Eleanor B. Perry		
43. Arthur L. Pangasinan Jr.		
44. Angeli T. Balonc		
45. ANNE G. BUNOALA		
46. CELESTINE D. MARIANO		
47. Alhassan Ahmad Yusop		
48. Reynaldo S. Garcia		
49. Crisanta T. Capulig		
50. MELINA MICHAEL		
51. Florde B. Gueo		
52. Cherry Gueo Baylosis		
53. Ruby A. Gueo		
54. Jaime G. Valon		
55. MARIO N. GREGORIO		
56. Alain Cass A. Luy		
57. BRYAN GO		
58. Fredy Ojeda		
59. Nurra P. Salani		
60. RAYMOND M. L. VERA		
61. ISIDRO, MICA MAE OP.		



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ZSCMST STRATEGIC PLANNING 2020-2024

SEMINAR-WORKSHOP

Allindahaw Lakeview Resort, Biswangan, Junction Tubod-Lakewood
 Road, Bayan ng Lakewood, Zamboanga Del Sur November 5-7, 2019

November 8, 2019 (Breakfast)

NO.	NAME	DEPT./DESIGNATION	SIGNATURE
1.	Florante B. Agui	Librarian / college Librarian	[Signature]
2.	Cherrygay L. Bayliss	Marine News Editor	[Signature]
3.	Jalani, Nurra P.	GAD	[Signature]
4.	Eleasm B. Pucery	HSA	[Signature]
	conservation & wildlife	cons	[Signature]
6.	Felicis U. Sompico	Public Aff.	[Signature]
7.	Jesús Rolando Samson	CPEP	[Signature]
8.	EMMANUEL PACHECO LEANO	Faculty/Professor IV/Director of Instruction	[Signature]
9.	Rachel R. Laminaga	CBA	[Signature]
10.	RUBY B. AVILA	Academic Support Director	[Signature]
11.	Rolando S. Tublad	SIS	[Signature]
12.	Justina L. Pangasinan	PTD / CPEP Faculty	[Signature]
13.	Mykael M. L...	College Clubhouse	[Signature]
4.	Lambiguán, Wilson L.	cons	[Signature]
15.	SEBASTIAN JR., LARIE L.	GSC President / Student Trustee	[Signature]
16.	Resurreccion Arnel C.	BSEAPSC President	[Signature]
17.	Marong, Michelle F.	Fitness Society President CPEP	[Signature]
18.	JAVIER, HUNSA-VER B.	YSC President CME	[Signature]
19.	SITUM, REGAN C.	Scholarship Office	[Signature]
20.	Hardose, Abonico John A.	CHRM Society	[Signature]
21.	Meguri T. Balang	MOTORPOOL	[Signature]
22.	Amel G. Bantala	MOTORPOOL DEPT	[Signature]
23.	CECIL D. NARVAZ	ANTP	[Signature]
24.	Jaygo M. D...	Operate office	[Signature]
25.	Abre E. Cardia	Cost Faculty	[Signature]
26.	GEORGINA A. MARCOS	Faculty Trustee	[Signature]
27.	Cesilia J. ...	Manufacturing	[Signature]
28.	Wilson ...	cons	[Signature]



ATTENDANCE DURING THE STRATEGIC PLAN 2024-2024

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SEMINAR-WORKSHOP

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 Road, Bayan ng Lakewood, Zamboanga Del Sur November 5-7, 2019*

November 8, 2019 (Breakfast)

NO.	NAME	DEPT./DESIGNATION	SIGNATURE
29.	YUSOP, ALNASSER A.	EPS II	<i>[Signature]</i>
30.	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
31.	EUAQUIM LASAGAS	SUPPLY	<i>[Signature]</i>
32.	ALVIN, DAYNA P.	OBS	<i>[Signature]</i>
3.	Lee, A-H.	CONS. FACULTY	<i>[Signature]</i>
34.	HALLI, JR. GEMUND	GENS	<i>[Signature]</i>
35.	Armen S. TIGUAN	Admin	<i>[Signature]</i>
36.	ISIDRO, MICA MAE OP	FACULTY	<i>[Signature]</i>
37.	LIM, ESTHER T.	EXT / GENS	<i>[Signature]</i>
38.	Ramillano, Dennis	ZPPIC Manager	<i>[Signature]</i>
39.	Johny Abubakar	Budget	<i>[Signature]</i>
40.	Raymond F. Dimocot	Budget	<i>[Signature]</i>
41.	JANE ANNE A. GONZALES	ADN	<i>[Signature]</i>
2.	Frederic Dizon	Faculty	<i>[Signature]</i>
43.	Jessica W.S. Velasco	VPAF - Staff	<i>[Signature]</i>
44.	Marielyn Vante	Cent - Faculty	<i>[Signature]</i>
45.	Jocelyn T. Almonde	IAO	<i>[Signature]</i>
46.	SRDINA, Michael G.	CBA Faculty	<i>[Signature]</i>
47.	Eric S. Villanueva	Acct / Accountant	<i>[Signature]</i>
48.	PONCELEO D. TRIO	Admin	<i>[Signature]</i>
49.	NAMHOI, Rodolfo L.	CRD	<i>[Signature]</i>
50.	BALAGOT, Carlo Magno H.	Planning Officer	<i>[Signature]</i>
51.	Jessica W.S. Velasco	VPAF - Staff	<i>[Signature]</i>
52.	Hector H. Ramillano Jr.	OBS	<i>[Signature]</i>
53.	Eric G. Villanueva ^{Arnel Bandala}	Accountant Driver	<i>[Signature]</i>
54.	Alvin C. Reyes	Chief Admin. - Officer	<i>[Signature]</i>
55.	Cesar D. Norvina	ANTP	<i>[Signature]</i>
56.	Herjuni Baloni	Driver	<i>[Signature]</i>



STRATEGIC PLAN 2020-2024 DOCUMENTATION

ZSCMST STRATEGIC

PLANNING 2020-2024 SEMINAR - WORKSHOP



OPENING PROGRAM





OVERVIEW PROTOCOL, GUIDELINES AND DELIVERABLES

with CARL MANO M. BALAGOT



EVIDENCES SHOWING THE CRAFTING OF ZSCMST VISION AND MISSION

Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
Fort Pilar, Zamboanga City
Tel. No. (062) 992-6450 Telefax: (062) 991-0777 website: <http://www.zscmst.edu.ph>

Current Vision versus President's Vision

ZSCMST	President's Version
A learning institution that transforms individuals into globally competitive human capital in fisheries, maritime and information technology, pedagogy and industries for the rational management of aquatic resources	A globally competitive institution of higher learning at the forefront of continual innovation in education, research and development in fisheries and aquatic sciences, food science, maritime and information technology and other related disciplines.

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Proposed drafts of Vision Statement:

1. A globally recognized **higher education** institution **for** in fisheries, maritime education, marine sciences and other relevant disciplines.
2. A globally leading institution in fisheries, marine sciences and maritime education, and research and development.
3. A leading institution in fisheries, marine sciences, maritime education, **technology**, research and development.



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Proposed drafts of Vision Statement:

4. A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.

5. A globally recognized leading institution for research and development in fisheries, marine sciences and maritime education.

6. A higher education institution globally recognized for innovative instruction, research development and extension.



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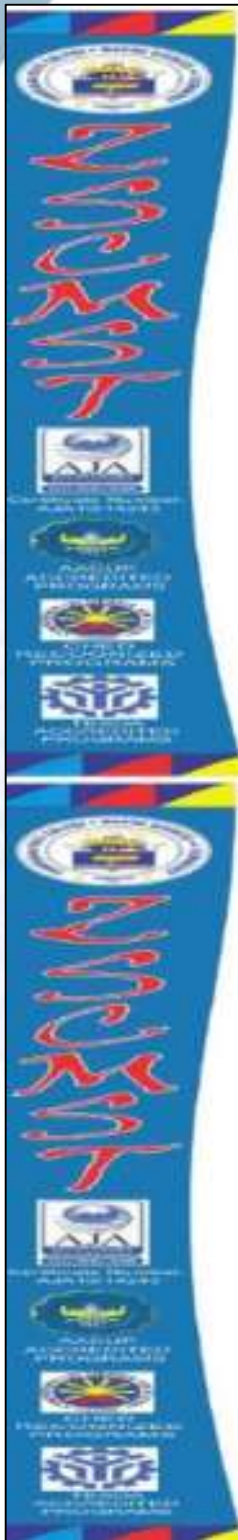
Proposed drafts of Vision Statement:

7. A higher education institution globally recognized as a leader in fisheries, marine sciences and maritime education, research and development.

8. ZSCMST will be distinguished by educational excellence and innovative research in fisheries, marine sciences, maritime education, technology, research and development.

9. A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.





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Proposed Vision Statement for approval:

A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.



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Proposed Vision Statement for approval:

A world-class higher education institution in fisheries, marine sciences, maritime education, technology, **research, development and innovation.**



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Proposed Vision Statement for approval:

A world-class higher education institution for research, development and innovation in fisheries, marine sciences, and technology.



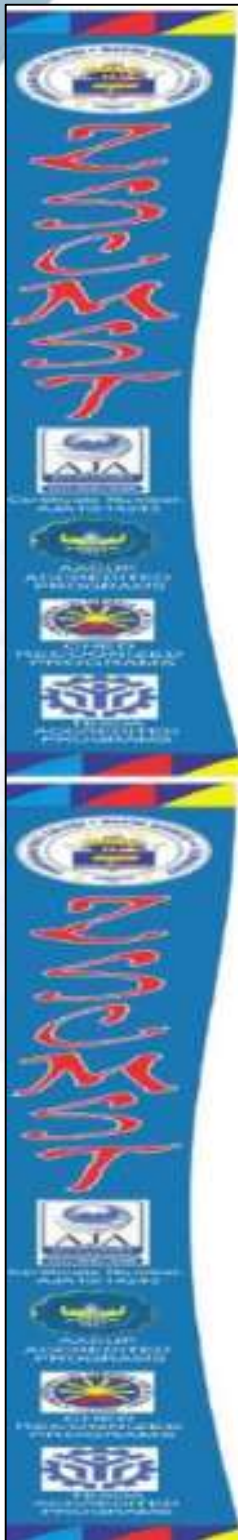
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Proposed Vision Statement for approval:

A world-class institution for higher learning, research, development and innovation in fisheries, marine sciences, maritime education, and technology.



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Proposed Vision Statement for approval:

A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.



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Proposed Vision Statement for approval:

A world-class higher education institution in fisheries, marine sciences, maritime education, technology, **research, development and innovation.**



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Current Vision versus President's Vision vs Proposed Vision
 Statement

Current	President's Version	Proposed
A learning institution that transforms individuals into globally competitive human capital in fisheries, maritime and information technology, pedagogy and	A globally competitive institution of higher learning at the forefront of continual innovation in education, research and development in fisheries and aquatic sciences,	A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.



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Current Vision versus President's Vision vs Proposed Vision
 Statement

Current	President's Version	Proposed
A learning institution that transforms individuals into globally competitive human capital in fisheries, maritime and information technology, pedagogy and	A globally competitive institution of higher learning at the forefront of continual innovation in education, research and development in fisheries and aquatic sciences,	A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, development and innovation.





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Current Vision versus President's Vision vs Proposed Vision Statement

Current	President's Version	Proposed
A learning institution that transforms individuals into globally competitive human capital in fisheries, maritime and information technology, pedagogy and	A globally competitive institution of higher learning at the forefront of continual innovation in education, research and development in fisheries and aquatic sciences,	A world-class institution for higher learning, research, development and innovation in fisheries, marine sciences, maritime education, and technology.



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Our Mission versus President's Mission

ZSCMST	President's Version
Generate And Manage Knowledge In The Institution's Academic Disciplines, Produce Ecologically - Conscious Professionals, Provide Leadership In The Sustainable Development Of The Aquatic Ecosystems, And Contribute To The Improvement Of The Quality Of Life Of The People.	Provide quality education, research and extension in line with national thrusts and global trends in fisheries and aquatic sciences, food science and maritime and information technology and other related fields.





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Proposed drafts of Mission Statement:

1. To produce professionals in fisheries, maritime and other relevant disciplines through instruction, research, extension and innovation for the improvement of quality of life.

2. Provide quality education, research and extension in line with national thrusts and global trends in fisheries and aquatic sciences, food science and maritime and information technology and other related fields.



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Proposed drafts of Mission Statement:

3. Provide quality education, relevant research and extension to produce globally competitive graduates that contribute to the sustainable development management of resources

4. Produce quality graduates through quality education, relevant research and extension that contributes to the sustainable development of resources.





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Proposed drafts of Mission Statement:

5. The College, through instruction, research, extension and production, commits to develop highly principled, morally upright, innovative and globally competent individuals capable of meeting the needs of industry, public service, and civil society.

6. The ZSCMST is committed to the holistic development of productive citizens by providing a conducive learning environment for the generation, dissemination and utilization of knowledge through innovative education, multidisciplinary research collaborations, and community partnerships that would nurture the spirit of nationhood and help fuel national economy for sustainable development



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Proposed drafts of Mission Statement:

7. Provide quality education and relevant research and extension to produce globally competitive graduates that contribute to the sustainable development of resources.





**STRATEGIC PLAN 2020-2024
PRECEEDINGS/ MINUTES
(PARTICIPATION OF THE STAKEHOLDERS
ON THE REVIEW OF THE NEW VISION AND
MISSION STATEMENTS)**





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ZSCMST STRATEGIC PLANNING 2020-2024 WORKSHOP- LAKEVIEW RESORT, ALINDAHAW- NOVEMBER 5-7, 2019

Day 1- November 5, 2019 (Tuesday)

SPEAKER	TOPIC	DISCUSSION (Salient Points)	OPEN FORUM
Dr. Jaime G. Jalon College President	*Welcome Remarks	<ul style="list-style-type: none"> Some middle managers are not around because of the CHED MARINA Evaluation, where the accreditors will be staying at ZSCMST for 5 days. We are to relate the Strategic Planning to the GRAB Application (among taxis). This Strategic Planning will tell us 2 things: <ol style="list-style-type: none"> Where are we now?- to remind the present status of our institution- t determine our strengths and weaknesses. Where shall we go from here?- what are the innovations that we shall apply to develop our college. The outputs shall be submitted to the board for approval But a reminder, for the participants to enjoy all the activities, and do the activities with love, fun and collectively. And always be reminded to share ideas in group discussions. <p>2nd Part of the Remarks: STEPS to a Successful Change Change can only be achieved when we have the following: VISION- the goal for our institution, what we want to achieve- the plans. RESOURCES- are the people, the infrastructures that will make our plans work. SKILLS- all must be able to contribute-all must have skills.</p>	



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ZSCMST STRATEGIC PLANNING 2020-2024 WORKSHOP- LAKEVIEW RESORT, ALINDAHAW- NOVEMBER 5-7, 2019

		<p>INCENTIVES- the major incentive is the salary or payment. But be reminded that incentives are not all about money- a simple "Thank you" matters a lot to touch the hearts of people.</p> <p>ACTION PLAN- there should always be action, so that we are able to materialize our plans.</p> <p>All are important:</p> <ul style="list-style-type: none"> Without Vision- it will lead to confusion Without Resources- it will lead to frustration (No people means no resources). Human capital is most important. It depends on how we look at the Complete Profile: Employees, Students and other stakeholders- NO One Should be left behind Without Skills- it will lead to Anxiety. We need to be friendly to technology. Without Incentives- it will lead to NO Change- give awards and recognition that they deserve- to bring motivation and inspiration- a beauty queen will be driven to win if there is a crown as a reward. Without Action Plan- False Start- "yung binigay mo na lahat- pero walang actions, it is useless." 	
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ZSCMST STRATEGIC PLANNING 2020-2024 WORKSHOP- LAKEVIEW RESORT- ALINDAHAW- NOVEMBER 5-7, 2019

SPEAKER	TOPIC	DISCUSSION (Salient Points)	OPEN FORUM
Mr. Carlo Magno M. Balagot Planning Officer	REVIEW CRITIQUING OF THE PROPOSED VMGO AND CORE VALUES, QUALITY POLICY	<p>Existing: A Learning institution that transforms individual into globally competitive human capital in fisheries, maritime and information technology, pedagogy and industries for the rational management of aquatic resources.</p> <p>President's Proposal:</p> <p>Proposed Vision: A world-class institution for higher learning, research, development and innovation in fisheries, marine sciences, maritime education, and technology.</p>	<p>CRITIQUING</p> <p>TRUSTEE WEE: Consider rearranging, Research Development and Innovation IS there a measurement on the term "World class?"</p> <p>DR. LEANO: It should be at par with International Standards.</p> <p>DR. RAMILLANO: the with DOST RDI- stands for Research Development Institute. That is why there should be a clarification on the comment by Mr. Wee.</p> <p>DR. HALIL: in word Progression, you can't have Development without Research and Development can further be innovated.</p> <p>Comments: MR. RESURECCION: At first, I was confused on the proposed one because in the existing vision, there was the word pedagogy. But it is already okay with me. MR. GARDOSE: I believe that our course and program produces world class graduates so we are already okay with it. DEAN LAURIAGA: Dr. Leano talked to me last night, and asked me "unsa ba imong damgo para sa imong college?" so I internalized and wanted to place the college in the vision statement. As I went over PD. 2020</p>



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ZSCMST STRATEGIC PLANNING 2020-2024 WORKSHOP- LAKEVIEW RESORT- ALINDAHAW- NOVEMBER 5-7, 2019

		<p>Existing Mission: Generate and manage knowledge in the institution's academic disciplines, produce ecologically-conscious professionals, provide leadership in the sustainable development of aquatic ecosystems, and contribute to the improvement of the quality of life of the people.</p> <p>Proposed Mission Statement: Provide quality education and relevant research and extension to produce globally graduates that contribute to the sustainable development of resources.</p>	<p>It is stated there that we are also for Development Management, and I think that is where our college falls under.</p> <p>DEAN FABILA: as explained by our President, not all programs shall be included because we have to look at our mandated programs.</p> <p>MR. TRIO: the vision statements of CMU, and University of Malaya (which is a world-class institution) are all Generic and holistic approaches. This is important so that once we introduce this to people they will know that this is for them and this is what they want.</p> <p>There was a discussion about inserting the word "innovative" There were proposals about using the terms <i>Industry 4.0, and 21st Century Skills</i></p> <p>Dr. LEANO: we usually use the generic terms as long as the terms to be used are Relevant terms. "kung lumipas man ang panahon, naroroon pa rin yung meaning."</p>
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ZSCMST STRATEGIC PLANNING 2020-2024 WORKSHOP- LAKEVIEW RESORT, ALINDAHAW- NOVEMBER 5-7, 2019

Current Vision versus President's Vision

ISCRIST	President's Version
A learning institution that transforms individuals into globally competitive human capital in fisheries, maritime and information technology, pedagogy and industries for the rational management of aquatic resources	A globally competitive institution of higher learning at the forefront of continual innovation in education, research and development in fisheries and aquatic sciences, food science, maritime and information technology and other related disciplines.

Proposed drafts of Vision Statement:

- A globally recognized education institution in fisheries, maritime education, marine sciences and other related disciplines.
- A globally leading institution in fisheries, marine science and maritime education, technology and development.
- A leading institution in fisheries, marine sciences, maritime education, technology, research and development.

Proposed drafts of Vision Statement:

- A higher education institution globally recognized in fisheries, maritime education, technology, research and development.
- ZSCMST will be distinguished by educational excellence and innovative research in fisheries, marine sciences, maritime education, technology, research and development.
- A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.

Proposed drafts of Vision Statement:

- A world-class higher education institution in fisheries, marine science, maritime education, technology, research, innovation and development.
- A globally recognized institution in fisheries, maritime education, technology, research and development.
- A higher education institution globally recognized in fisheries, maritime education, technology, research and development.

Proposed Vision Statement for approval:

A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.

Proposed Vision Statement for approval:

A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, development and innovation.

Proposed Vision Statement for approval:

A world-class institution for higher learning, research, development and innovation in fisheries, marine sciences, maritime education, and technology.

Proposed Vision Statement for approval:

A world-class higher education institution for research, development and innovation in fisheries, marine sciences, and technology.

Current Vision versus President's Vision vs Proposed Vision Statement

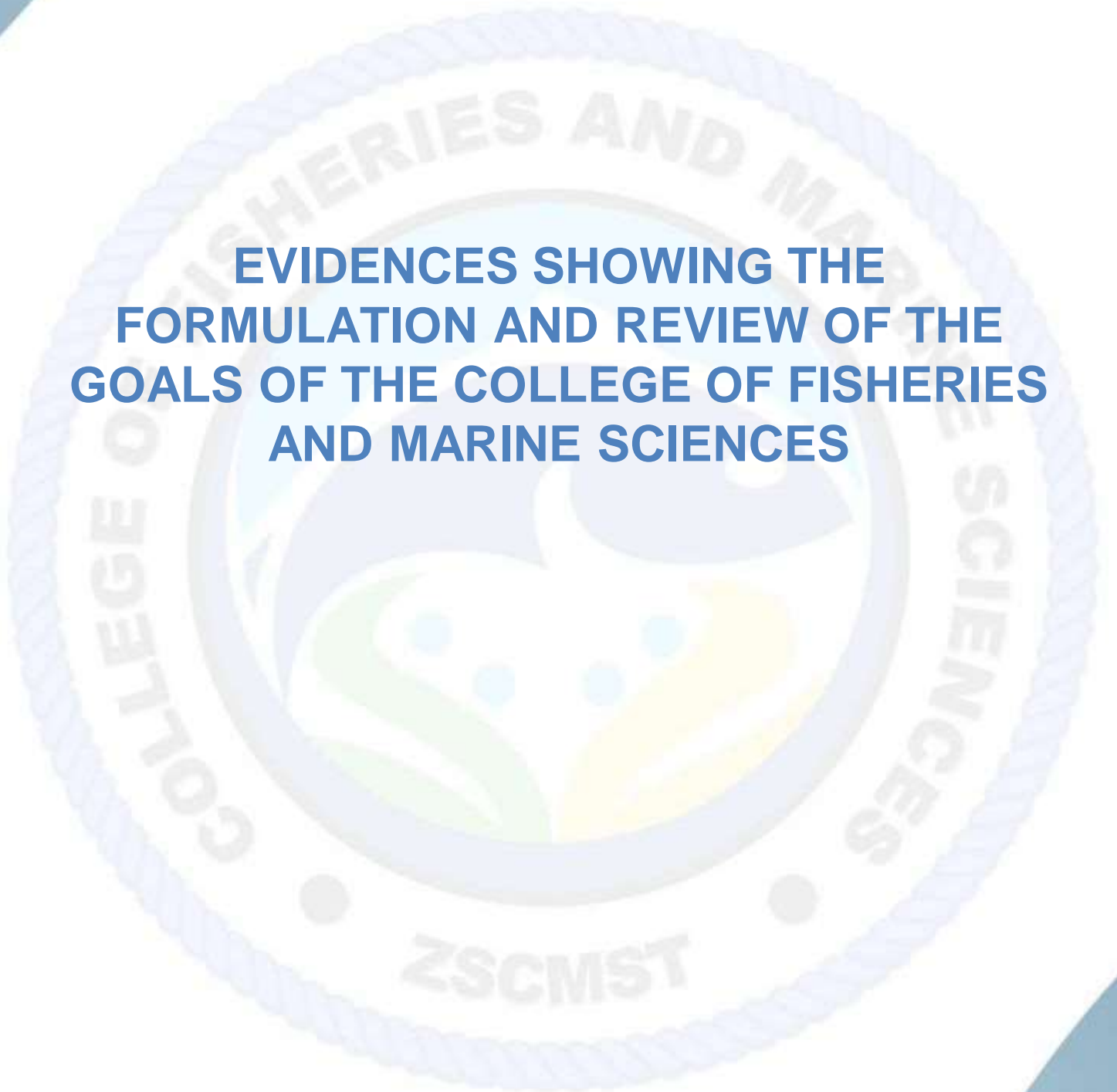
Current	President's Version	Proposed
A learning institution that transforms individuals into globally competitive human capital in fisheries, maritime and information technology, pedagogy and	A globally competitive institution of higher learning at the forefront of continual innovation in education, research and development in fisheries and aquatic sciences.	A world-class higher education institution in fisheries, marine sciences, maritime education, technology, research, innovation and development.

Current Vision versus President's Vision vs Proposed Vision Statement

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**EVIDENCES SHOWING THE
FORMULATION AND REVIEW OF THE
GOALS OF THE COLLEGE OF FISHERIES
AND MARINE SCIENCES**





Attendance of the Strategic Planning 2025-2029 held last May 6-8, 2025.

> List of Participants

College Strategic Managers

1. President	ROY L. VALESCO
2. Vice-President for Academic Affairs	RACHEL D. LAURIAGA
3. Vice-President for Administration and Finance	ALVIN C. REYES
4. Vice President for Research, Innovation and Extension	MAILA V. PAN
5. Vice – President for Student Affairs and Services	RODERICK D. TRIO

Deans of Colleges

6. College of Education and Liberal Arts	ERWIN F. MATURAN
7. College of Maritime Education	IVAN JUDE MARTINEZ
8. College of Fisheries and Marine Sciences	OLIVER D. TITO
9. College of Management and Technology	ALMAFREDA D. LABOS

Directors for Administrative Support Services

10. Director, Training and Extension Office (TEO)	MARLON R. OMATANG
11. Director, Research and Development Office	ALDETTE D.C NAVARRO
12. Director, Quality Assurance Office (QAO)	ESTHER T. LIM
13. Director, Finance Management Service	ERIC S. VILLANUEVA
14. Director, Corporate Affairs Office (CAO)	JACLYN M. OMAR
15. Director, College General Services Office (CGSO)	RODELYN P. DE LARA
16. Director, Technopreneurship and Innovation	MARLON DENNIS C. OCHOA
17. Director, International Relations	EDWIN R. DE LOS REYES

Heads of Administrative/Academic Support Offices

18. OIC-Head, Internal Control Office (ICO)	CHASTINE S. CRUZ
19. Head, College Information System Office (CISO)	JAMES A. TORRES
20. Head, Planning Office (PO)	ANNA FLORENCE T. SARACHO
21. Head, Project Management Office (PMO)	VINCENT RAY DR STA TERESA
22. Head, Public Information Communication Office (PICO)	MARIFE R. VILLAFRANCA
23. Chair, Bids and Awards Committee (BAC)	VICTORIA L. LIM
24. Head, BAC Secretariat	KRYSTIAN JESSE B. MENDOZA
25. College Legal Officer	CHERIE FE B. DEMCO
26. OIC Head, Human Resource Management Office (HRMO)	EMMA A. SANTOS
27. Head, Budget Office (BO)	MARK JAMES A. ALBA
28. Head, Health and Medical Services	JULIE ANN A. GONZALES
29. Head, Registrars Office	FELECITA C.SAGOSO
30. Head, Cashiers Office	TABITHA ANN M. YENKO
31. Head, Procurement Management Office	FREDELYN F. DAJAY
32. Head, College Inspectorate Team	JEHAD A. ABUBAKAR
33. President, Faculty Club/Union President	ELVIE T. ABISANA
34. Manager, Food Innovation Center	DIVINIA U. RAMILLANO
35. Graduate School Coordinator	MELCHOR B. BRILLANTES
36. Head, Sports & Socio-Cultural Office	PIA FRITZIE LUNA
37. Head, OJT/Internship Assistance Office	MICAH EZRA C. AQUINO
38. Head, Admission & Student Scholarship Office	REGAN C. SITUY
39. Head, Learning Resource Center	KATHERINE JOY S. ENRIQUEZ
40. Head, Disaster Risk Reduction Management	OMAR KHAYYAM UDJAMMAN
41. Head, Curriculum Development	LORENA G. TAN
42. Head, Hatchery & Wet Laboratory	ARTHUR L. PANGANIBAN
43. Program Adviser, BSMT/Supervisor, Mngt. Level Course for BSMT/BSME Officers	EDMUNDO P. LAURENTE
44. Program Adviser, BSME	CHRISTALYN D.R. CHIONG
45. Program Adviser, English	GEFILLOYD L. DE CASTRO
46. Program Adviser, ALS	JOY GRACE H. TABLANTE
47. Program Adviser, Mathematics	JONI CZARINA P. AMORA
48. Research Coordinator	GUALBERTO A. LANTAYA
49. Program Adviser, (BSA) Bachelor of Science in Aquaculture	NERISA G. BONGO



50. Program Adviser, (BSFi) Bachelor of Science in Fisheries	KATHLEEN J. DALOPE	f
51. Program Adviser, (BS-PHT) Bachelor of Science in Post Harvest Technology	CHARITY T. CASTRO	f
52. CFMS Research Coordinator	ROCELYN R. ALABATA	
53. OIC-Program Adviser, BS Env'tl Science	AHASMARIE C. PASION	
54. Program Adviser, Marine Biology	ANNIE B. GONZALES	
55. Program Adviser, Bachelor of Science in Marine Technology	CASIM P. ALBANI	
56. Program Adviser, (BSHM) Bachelor of Science in Hospitality Management	REGINE CLAIRE R. ARISGADO	
57. Program Adviser, (BSTM) Bachelor of Science in Tourism Management	ALEJIE G. CANDIDO	
58. Program Adviser, (MMM) Master of Maritime Management	QUIRINO T. AGANG	
- 59. Program Adviser, (MATMT) Master of Arts in Teaching Transportation	ELCID A. ARANAN	
60. Program Adviser, (MATESP) Master of Arts in English for Specific Purposes	NURIZA P. JALANI	
61. Program Adviser, (MAHE) Master of Arts in Home Economics	MAYVEL C. LINGAS	
- 62. Program Adviser, (MSMB) Master of Science Marine Biodiversity	ROLANDO E. PELINGGON	
63. Program Adviser, (MAEd) Master of Arts in Education Major in Filipino	DARWISA S. ASAALJ	
64. CMT Faculty	RANDELA GIZELLE L. LIM	
65. CMT Faculty	PELE FLORES	

Stakeholders Representatives

66. President, Supreme Student Council/ Student Trustee
67. NEDA Representative
68. Private Sector Representative
69. Stakeholder, Tourism Industry
70. Alumni President/Representative



50. Program Adviser, (BSFi) Bachelor of Science in Fisheries	KATHLEEN J. DALOPE	f
51. Program Adviser, (BS-PHT) Bachelor of Science in Post Harvest Technology	CHARITY T. CASTRO	f
52. CFMS Research Coordinator	ROCELYN R. ALABATA	
53. OIC-Program Adviser, BS Envtl Science	AHASMARIE C. PASION	
54. Program Adviser, Marine Biology	ANNIE B. GONZALES	
55. Program Adviser, Bachelor of Science in Marine Technology	CASIM P. ALBANI	
56. Program Adviser, (BSHM) Bachelor of Science in Hospitality Management	REGINE CLAIRE R. ARISGADO	
57. Program Adviser, (BSTM) Bachelor of Science in Tourism Management	ALEJIE G. CANDIDO	
58. Program Adviser, (MMM) Master of Maritime Management	QUIRINO T. AGANG	
- 59. Program Adviser, (MATMT) Master of Arts in Teaching Transportation	ELCID A. ARANAN	
60. Program Adviser, (MATESP) Master of Arts in English for Specific Purposes	NURIZA P. JALANI	
61. Program Adviser, (MAHE) Master of Arts in Home Economics	MAYVEL C. LINGAS	
- 62. Program Adviser, (MSMB) Master of Science Marine Biodiversity	ROLANDO E. PELINGGON	
63. Program Adviser, (MAEd) Master of Arts in Education Major in Filipino	DARWISA S. ASAALI	
64. CMT Faculty	RANDELA GIZELLE L. LIM	
65. CMT Faculty	PELE FLORES	

Stakeholders Representatives

66. President, Supreme Student Council/ Student Trustee
67. NEDA Representative
68. Private Sector Representative
69. Stakeholder, Tourism Industry
70. Alumni President/Representative



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**ZSCMST STRATEGIC PLANNING 2025-2029 SEMINAR-WORKSHOP
PROCEEDINGS**

*Theme: "ZSCMST at the Helm of Regional Advancement in Fisheries, Marine Sciences,
Maritime Education Innovation and Technology-Driven Field"*

Date: May 6-8, 2025

Venue: Manuel's Resort, Piñan, Zamboanga del Norte

Attendees:

POSITION DESIGNATION

NAME

1. President	Dr. Roy L. Valesco
2. College Board Secretary	Mr. Hector H. Ramillano Jr.
3. Vice-President For Academic Affairs	Dr. Rachel D. Lauriaga
4. Vice-President For Administration And Finance	Dr. Alvin C. Reyes, Ed.D.
5. Vice President For Research, Innovation, & Extension	Dr. Maila V. Pan, Ph.D
6. Vice President For Student Affairs And Services	Mr. Roderick D. Trio, MAED
DEANS OF COLLEGES	
7. College of Education and Liberal Arts	Dr. Erwin F. Maturan
8. College Of Maritime Education	3/E Ivan Jude Martinez
9. College Of Fisheries And Marine Sciences	Dr. Oliver D. Tito, Ph.D
10. College Of Management And Technology	Dr. Almafreda D. Labos
DIRECTORS FOR ADMINISTRATIVE SUPPORT SERVICES	
11. Director, Training and Extension Office (TEO)	Dir. Marlon R. Omatang
12. Director, Research and Development Office	Dir. Aldette D. C. Navarro
13. Director, Quality Assurance Office (QAO)	Dir. Esther T. Lim
14. Director, Finance Management Service	Dir. Eric S. Villanueva, CPA
15. Director, Corporate Affairs Office (CAO)	Dir. Jaclyn M. Omar
16. Director, College General Services Office (CGSO)	Engr. Rodelyn P. De Lara
17. Director, Technopreneurship and Innovation	Dir. Marlon Dennis C. Ochoa
HEADS OF ADMINISTRATIVE/ACADEMIC SUPPORT OFFICES	
18. OIC-Head, Internal Control Office (ICO)	Ms. Chastine S. Cruz
19. Head, College Information System Office (CISO)	Mr. James A. Torres
20. Head, Project Management Office (PMO)	Engr. Vincent Ray Dr. Sta. Teresa
21. Head, Public Information Communication Office (PICO)	MS. Marife R. Villafranca
22. Chair, BAC	Engr. Victoria L. Lim
23. Head, BAC Secretary	JD. Krystian Jesse B. Mendoza
24. College Legal Officer	Atty. Cherie Fe Banayan-Demco
25. OIC Head, HRMO	Ms. Emma A. Santos
26. Head, Budget Office	Mr. Mark James A. Alba
27. Head, Health & Medical Services	Ms. Julie Ann A. Gonzales
28. Head, Registrar's Office	Ms. Felicita C. Sagoso
29. Head, Cashiers Office	Ms. Tabitha Ann M. Yenke
30. Head, Procurement Office	Ms. Fredelyn F. Dajay
31. Head, College Inspectorate Team	Mr. Jihad A. Abubakar
32. President, Faculty Club/Union	Hon. Elvie T. Abisana
33. Manager, Food Innovation Center	Prof. Divinila U. Ramillano
34. Graduate School Coordinator	Dr. Melchor B. Brillantes
35. Head, Sports & Socio-Cultural Office	Ms. Pia Fritzie Luna
36. Head, OJT/Internship Assistance Office	Mr. Micah Ezra C. Aquino
37. Head, Admission & Student Scholarship Office	Mr. Regan C. Sitoy
38. Head, Learning Resource Center	Ms. Katherine Joy S. Enriquez
39. Head, Disaster Risk Reduction Management	Mr. Omar Khayyam Udjamman



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DAY 1

The first day of the seminar-workshop started with the registration and attendance of the participants. The program officially commenced at 8:35am with the preliminaries and welcoming of participants by Ms. Anne Florence Saracho, Planning Officer I. Dr. Roy L. Valesco, College President, delivered his message and words of challenges to the participants. He called for a renewal of vision, mission, goals, objectives and the commitment to academic excellence, relevance, and service. He emphasized the need to restructure the systems, programs, processes, and even the mindset, to streamline inefficiencies, eliminate strong bulk of useless materials, and strengthen collaboration across departments and to transform not just an institution but as a community of critical thinkers and active doers and realistic dreamers. He also stressed the importance of aligning academic programs with industry demands and needs, building systems that are accountable inclusive and agile and most importantly, encouraging harmonious collaboration with one another. To envision a college that is future ready, dynamic and globally competitive where employees are empowered, students are inspired and innovation flourishes. He highlighted that the strategic planning is a shared responsibility built on shared values, mutual respect and relentless determination. The three-day strategic plan aims to build strategic direction by:

1. Strengthening academic programs to be more globally competitive
2. Empowering faculty and researchers to pursue innovation in fisheries marine sciences and emerging technologies
3. Forging stronger linkages with industry government and international partners
4. Ensuring every ZSCMST student graduates with the competence, character and the courage to lead.

Dr. Valesco assured everyone of his full support and active engagement in the process and that the success depends on the collective wisdom, passion and purpose of everyone. He concluded his message by encouraging everyone to anchor the plans in integrity, navigate with vision, sail forward with unity and make the ZSCMST a place of helm of regional and national advancement.

Following the president's message is an activity wherein the participants were divided into 10 groups and tasked to write a word or phrase in response to the question on where they will see the ZSCMST in 5 years. The representatives of each group presented their outputs and most of the participants envisioned the college to be a university, globally recognized in research and innovation, thriving with excellence, well sustained institution with IGP, more linkages in local and international, globally competitive graduates, digitally transformed and effective delivery of services.

Ms. Saracho outlined the Protocols and Guidelines for the three-day seminar-workshop to be expected and observed in ensuring smooth flow of conduct of the activity.

Mr. Carlo Balagot, Planning Officer III presented the Overview of the Strategic Plan 2020-2024. The following are the main points of his discussion:

- He mentioned that the deliverables is the strategic plan for the year 2027-2031 since the budget for 2026 is already programmed and for submission.
- The components of ZSCMST strategic plan 2031 which includes the vision, mission, core values and the strategic framework, objectives, KPI/SI, balance scorecard, strategic initiatives, SWOT analysis, gaps and challenges, capital outlays, income generation initiatives, exit strategy, risk assessment and the annual operations plan.
- Overview of Strategic Plan
 - an ongoing organizational process - as it revisited during midyear, yearend, midterm and end term evaluation. For the previous strategic plan 2024, the college conducted only midterm review which is in year 2022.



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- Presented the SUC leveling instrument 2016 and mentioned to look for the latest/revised SUC leveling instrument as this will may be consider as one of the basis to look for possible indicators and since the CHED has not released the official instrument.

Discussion Highlights

SUC Leveling Instrument draft

- Dir. Esther Lim made a query whether the supposed draft of the latest SUC Leveling Instrument would be considered and mentioned that she has a copy of the said draft but has an apprehension if it is allowed since it emailed to her for comment purposes. Since the draft instrument is already accessible via Google, this was the version that was presented by Dir. Lim wherein she highlighted the KRA's and its equivalent points as well as the new features of the instrument.
- Dr. Alvin Reyes agreed that the draft can be utilized as a reference for anchoring the plans, provided that there is room for modifications upon the release of the final version.
- Mr. Ramillano recommended considering indicators from other instruments such as ISO and AACCUP. He also emphasized the importance of aligning the plan with budgetary components to inform future budget proposals.

Planning Challenges and recommendations

- Dr. Reyes noted the challenges in compliance and documentation due to the absence of a clear basis for data gathering and lack of a midyear review. He recommended synthesizing existing information to clarify institutional objectives over the next five years.

Importance of VMG and stakeholder involvement

- Mr. Ramillano suggested presenting the President's Vision, Mission, and Goals (VMG) before drafting targets. He recommended inviting stakeholders to critique strategic initiatives and, once validated, to proceed with the operational plan.

Performance Based Non-compliance Issues

- As part of the discussion on PBB indicators, Mr. Balagot presented the college's previous non-compliances, specifically concerning the Transparency Seal, PhilGEPS postings, Freedom of Information (FOI), and procurement.
- Dr. Reyes reported that meetings were held with the BAC, PICO, and CISO. He shared that the issue with the Transparency Seal stemmed from unclear posting responsibilities and lack of an identified process within the QAO. It was resolved that PICO will be responsible for the process, while the technical aspect will be handled by CISO.
- Mr. Ramillano emphasized that non-compliances must be cascaded to the responsible units.
- Mr. Balagot mentioned that all related communications are being forwarded to the Office of the President.
- Dir. Lim raised concern on ISO non-compliance, noting that the college was compliant in 2023.
- Mr. Balagot clarified that the issue refers to the non-posting or inaccessibility of the ISO certificate on the website.
- Mr. Pelinggon questioned the lack of action despite known non-compliances.
- Mr. Balagot responded that his special order as focal person had expired and that no PBB Task Force previously existed.
- Dr. Reyes clarified that the AO25 Secretariat did not recognize Mr. Balagot's resignation and still considers him as the Planning Officer.



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DAY 2

The second day of the Strategic Planning Seminar-Workshop formally commenced at 8:55am with an invocation, followed by a photo opportunity and a Zumba session.

Ms. Saracho presented the following synthesis reflecting the institutional aspirations and strategic directions of ZSCMST:

- Institutional growth and academic expansion - ZSCMST aims to broaden our academic offerings in introducing innovative programs and enhance its infrastructure to support cutting-edge research and high-quality education.
- Technological integration and innovation - The institution seeks to embrace emerging technologies, digital transformation, and modern technologies in teaching, administration, and scientific exploration to maintain its competitive edge.
- Community engagement and societal contributions - Strengthening collaborative partnerships with industry leaders, government entities, and local organizations will reinforce its impact on societal development and regional progress.
- Environmental stewardship and sustainable practices - A commitment to sustainability and marine conservation will drive its eco-conscious policies, research initiatives, and community-driven environmental programs.
- Academic excellence and global recognition - ZSCMST aims to prioritize student successes, faculty development, and international collaboration that will position us, the institution, as a distinguished, recognized for academic brilliance and research innovations.

Presentation of Proposed Vision, Mission, and Goals by Dr. Valesco

Following Ms. Saracho's presentation, Dr. Valesco presented his proposed Vision, Mission, and Goals (VMG) for ZSCMST.

I. VISION

The proposed vision:

"The nation's premier Marine Sciences and Technology Institution, leading advancements and innovations within the ASEAN Region and globally dedicated to fostering and shaping future leaders through remarkable excellence in fisheries, marine sciences education, maritime education, cutting edge research and technology, and dynamic international collaboration."

Highlights of Discussions, Comments, and Suggestions

The session proceeded with an open forum where participants provided comments and suggestions. The following were the notable points raised during the discussion:

- Dr. Lauriaga raised the importance of including all fields of specialization offered by the college in the vision articulation, such as fisheries, marine sciences, maritime, education, and management.
- Dir. Villafranca suggested revising the phrasing to avoid redundancy in the term education, proposing the sequence: fisheries, marine sciences, maritime, education, and technology — prioritize based on the institutional mandate. She also emphasized the need for a "smart vision", one that is clear, memorable, and internalized by students not just intellectually but emotionally.
- Dir. Lim provided clarification on the use of terms like "maritime education institution (MEI)" and "teacher education institution (TEI)", explaining that these represent departments not merely programs. She supported the inclusion of education in the vision



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for alignment with accreditation and evaluation standards, even though it is not a primary institutional mandate.

She suggested reviewing the structure of the vision statement, if possible to have a one-liner vision statement for clarity and impact. Emphasized the importance of determining the scope of the vision whether the institution aims to establish its standing within the ASEAN region or attain a global status.

- Prof. Eijansantos noted from a syntactic perspective that the proposed vision appears to be a fragmentary sentence, although he acknowledged that vision statements can be phrased in fragments. He emphasized the importance of crafting a vision that is concise, all-encompassing, and aligned with how the institution wants to be perceived in the future.
- Prof. Ramillano highlighted the need to focus on what is realistically attainable within the strategic planning period, specifically within a five-year timeframe.
- Dr. Reyes remarked that a vision statement does not need to be long. He cited Harvard University's vision, noting how brief but comprehensive it is and suggested that the institution's vision could generalize the programs without enumerating each, with more specifics to be captured in the mission.

He suggested the following criteria or components to guide the creation of the vision statement:

- Define core purpose of institution or the ultimate goal.
 - Highlighting excellence and impact.
 - 1 or 2 liner sentence that has concise and powerful language
- Dir. Lim raised concern regarding the use of the term "sustainable", noting that since there are currently no program-based innovations, it would be difficult to sustain something that has not yet been established.

The participants provided their respective proposed draft vision statements and were reviewed using key criteria in crafting a vision. Several inputs were excluded due to redundancy of terms, limited scope or applicability, overly broad or too specific content, inclusion of inapplicable terms, overly long phrasing or inclusion of all programs.

Additional recommendations are as follows:

- Replace "premier" with "leading" since the college has not yet substantiated by national ranking or track record
- Use of "ASEAN" instead of "global" to avoid redundancy
- Use of the term "sustainable", noting that since there are currently no program-based innovations, it would be difficult to sustain something that has not yet been established.

Following the review and elimination process, the following refined versions were considered and voted upon:

1.The nation's leading Marine Sciences and Technology Institution, fostering sustainable innovations across the ASEAN and beyond. (10 votes)

2.The nation's leading institution in Marine Sciences and Technology, fostering innovation and shaping future leaders in the ASEAN and beyond. (36 votes)

3.The nation's leading Marine Sciences and Technology Institution, advancing in instruction, research, Innovation and extension across the ASEAN and beyond. (12 votes)

4.Leading marine science and technology in the ASEAN through innovation, education, and collaboration. – (1 vote)



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Final Vision Statement

After voting and further refinement, Option no. 2 emerged as the most favored version and was formally agreed upon as the official Vision Statement of the College:

"The nation's leading institution in Marine Sciences and Technology, fostering innovation and shaping future leaders in the ASEAN and beyond."

II. MISSION

Dr. Valesco presented his proposed mission:

"Serve as a hub for Marine Sciences and Maritime Education, producing globally competitive professionals equipped with the knowledge, skills and values essential for success in marine-based industries."

Dr. Reyes shared the following criteria or components to guide in formulation of the mission statement:

- Define core purpose of institution or the ultimate goal.
- Core values – highlight the principles that guide the college as an excellence with integrity, innovation and social responsibility
- Identify the scope of service or to whom the college is providing services
- Reflect the academic and research focus of the College
- Institutional commitment to national progress

The participants were grouped per table and presented their respective proposed draft mission statements and were evaluated using the criteria of international standards as discussed.

Several drafts were excluded due to limited scope or applicability, incomplete components, non-inclusion of the other programs and some opted to concede their proposed draft in favor of more comprehensive versions.

Additional recommendations are as follows:

- Remove the term "ASEAN" and use "global" to avoid redundancy with the Vision Statement.
- Include all the fields/ disciplines for purposes of accreditation
- Replace "interdisciplinary fields" with the phrase "other disciplines" to broaden applicability.

After the review process, the following three (3) refined mission statement options were selected for final voting:

1. To cultivate a culture of innovation and leadership among stakeholders through instruction, research, extension and international collaboration in fisheries, marine sciences, maritime education and other disciplines. (24 votes)
2. To produce globally competitive professionals in fisheries, marine sciences, maritime education, and other disciplines imbued with knowledge, skills, attitude, and values as future leaders that will foster the blue economy, and dedicated to community development and nation building through transformative education, research, and innovation. (36 votes)
3. To produce competent, innovative and values-driven professionals equipped with knowledge and skills in maritime, marine sciences, technology and education, committed to development and leadership in global community. (5 votes)



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2. Enhance Knowledge and Skills

Deliver a well-rounded education that encompasses theoretical knowledge, and practical and soft skills essential for thriving in fisheries, marine-based industries, and other disciplines. Integrate competency, experiential learning, and real-world projects into the curriculum.

3. Cultivate Professional Attitudes

Cultivate in all students, faculty and staff a strong sense of professionalism, ethical conduct, and environmental stewardship, while fostering a culture of continuous learning and adaptability to readily meet the evolving demands of the in fisheries, marine sciences, maritime education, and other disciplines.

4. Advance Research and Innovation

Advance Research and Innovation: Conduct stakeholder-driven cutting-edge multidisciplinary research that addresses current and future opportunities and challenges in marine sciences, maritime education, and other disciplines; producing new knowledge, and innovative products, processes/methods, services, modalities, technologies and systems.

5. Strengthen Industry Partnerships

Forge and sustain dynamic partnerships with marine-based and related industries to ensure academic programs remain relevant, responsive, and aligned with real-world demands. Promote collaborative initiatives such as guest lectures, internships, curriculum input, and joint research to bridge education with industry needs.

6. Promote International Collaboration

Strengthen International Linkages and Collaboration Enhance and diversify partnership through Memorandum of Agreement, Understanding and Undertakings for exchange programs, research activities and educational experiences for students, faculty and staff with leading global academic institutions and industries.

7. Ensure Continuous Development

Continuously enhance academic programs, training, and facilities through regular assessment and stakeholder feedback to promote innovation, uphold educational excellence, and develop globally competitive professionals for the blue economy and nation-building.

8. Support Career Development

Increase job placement rates by improving the percentage of graduates securing employment after graduation.

Expand internship opportunities by increasing the number and quality of internship placements available to students.

Develop mentorship programs connecting current students with successful alumni to strengthen the alumni network.

Conduct surveys to measure graduate job satisfaction and identify areas for improvement in career support services.

9. Foster Environmental Responsibility

Integrate principles of sustainability and environmental conservation in all aspects of education and training while promoting research and practices that support the utilization and protection of marine resources.

10. Health and Wellness



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Final Mission Statement

With the highest number of votes, Option no. 2 emerged as the most favored version and with no further refinements made, it was unanimously agreed as the official Mission Statement of the College:

"To produce globally competitive professionals in fisheries, marine sciences, maritime education, and other disciplines imbued with knowledge, skills, attitude, and values as future leaders that will foster the blue economy and dedicated to community development and nation building through transformative education, research, and innovation."

III. GOALS

Following the approval of the finalized mission statement, Dr. Valesco proceeded to present his proposed Nine (9) Institutional Goals.

Dr. Reyes provided the following international standards and priority areas in formulating institutional goals aligned with the principles of sustainability, inclusivity, and academic excellence:

- Ensuring quality education and gender equality
- Addressing climate change
- Promoting cutting-edge research, interdisciplinary collaboration, and knowledge dissemination
- Advancing extension programs for community engagement and social responsibility
- Strengthening governance and institutional systems
- Supporting policy development and innovation
- Enhancing financial sustainability
- Promoting global competitiveness and lifelong learning

Participants were grouped into nine (9) to correspond with the number of proposed goals and was allotted 30 minutes to review, discuss, revise or enhance the corresponding goal assigned.

Additional recommendation:

The Student Trustee proposed the inclusion of a goal emphasizing the promotion of student health and wellness, recognizing its importance in achieving holistic student development. The body unanimously accepted the recommendation, leading to its integration into the final set of goals.

Final Institutional Goals:

Dr. Valesco decided to follow the revised goals based on the consolidated output of the groups and to further refine the grammar for improvement. The following are the revised and official goals of the college:

1. Develop Globally Competitive Professionals

Develop comprehensive academic, training programs, and micro-credentials that thoroughly prepare graduates for global careers in fisheries, marine sciences, maritime education, and other disciplines.



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IV. CORE VALUES

Dr. Valesco presented his proposed core values "ZIERE" which means:

Z - eal
I - ntegrity
E - quity
R - esilience
E - xcellence

Dr. Reyes recommended that the core values should be clearly defined and must be aligned or anchored to the College's Vision, Mission, and Goals (VMG).

To facilitate this, participants were divided into five (5) groups and given 15 minutes to craft concise statements defining each core value in alignment with the VMG.

Suggestions/recommendations:

- A suggestion was raised to add letter "D" for Determination to highlight the desire to pursue the VMG goals however it was also noted that determination is already embedded in "Excellence".
- Proposed rephrasing the definition of Excellence from: "Unwavering commitment to the highest standards" to "Surpassing limits to the highest standards", to avoid redundancy in the term "commitment". However, it was also agreed to use "Adherence to the highest standard".
- It was further recommended to revise phrasing under Equity from "commitment to fairness" to "commitment to justice", with an alternative phrasing of "ensuring justice" which is suggested and supported by the participants.

After some refinements, the following were agreed upon as the working definitions:

ZEAL – Serving with passion and commitment
INTEGRITY – Upholding uprightness in words, values, and actions
EQUITY – Ensuring justice and inclusion
RESILIENCE – Embracing challenges and adapting with strength
EXCELLENCE – Adhering to the highest standard

To enhance recall and branding, the following proposed on rearranging the core value acronyms:

- Mr. Ochoa suggested "REIZE" (German nickname meaning journey), symbolizing ZSCMST's journey for the next five years.
- VP Trio noted that "reiz" in English connotes insensitivity, and thus proper context should be provided.
- Ms. Charity proposed "IEZER", a Hebrew word meaning God will support.



After discussion, Dr. Reyes agreed to adopt "IEZER" as the working arrangement for the core values.

Dr. Valesco emphasized that all proposals and recommendations will be subject to further review and presentation to the Board of Trustees and relevant stakeholders for final approval.

He also highlighted the need for unity and collective support in the realization of these VMG and core values.

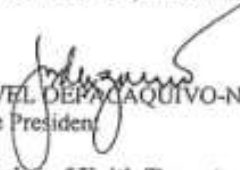


Evidences showing the formulation and Review of the Goals of the College of Fisheries and Marine Sciences and

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Unnumbered Memorandum
Series of 2015

TO: Deans
Directors
Heads of Offices/ Department Heads

FROM:  MILAVEL DEPACAL AQUINO-NAZARIO, Ed.D.
College President

SUBJECT: Submission of Unit's/Department's/ College's Goals and Objectives

DATE: March 11, 2015

To ensure that every department/unit/office and college are engaged in attaining the College Vision-Mission, Goals and Objectives, you are hereby directed to submit your respective goals and objectives not later than **Monday, March 16, 2015**.

For strict compliance.

Memo on the submission of College Goals and Objectives.