

Bachelor of Science in Environmental Science



BAGONG PILIPINAS



AREA I

SYSTEM-INPUTS AND PROCESSES

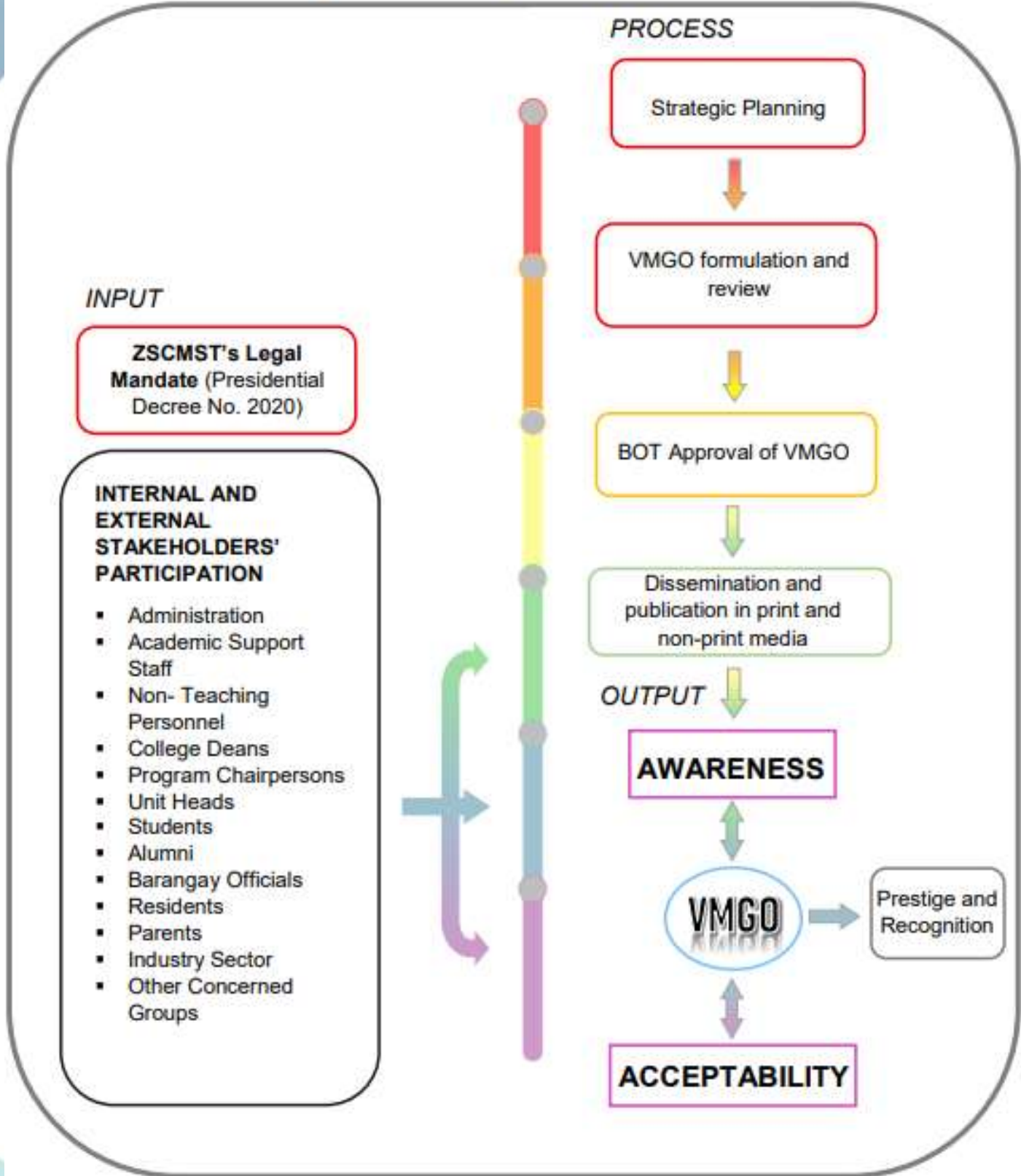
**S.1 | The institution has a system
of determining the Vision
and Mission**



System- Inputs and Processes

S.1. The institution has a system of determining the Vision and Mission.

➤ Historical Formulation, Monitoring and Review of the VMGO





Formulation, Monitoring and Review of the VMGO

The Zamboanga State College of Marine Sciences and Technology (ZSCMST), a state-owned chartered College, was vested with a mandate to develop and implement academic programs in Fisheries, Maritime Education, Developmental Management, Food, and Information Technology. It also has a purpose of providing research in fisheries, marine sciences and in related agribusiness concerns as promulgated in **The Presidential Decree No. 2020, s. 1986, Section 3**. The Vision and Mission statements were formulated with these dictates in consideration. The making of VMGO follows the IPO model (Input-Process-Output) by Harris and Taylor (1997) and Armstrong (2001). This is a process regarded as a series of processing elements connected by inputs and outputs.

For the *input*, the study necessitated the demographic profile of the STAKEHOLDERS identified as administration, academic, support staff, deans, program chairperson, unit heads, students (including alumni), barangay officials and some residents.

The *process* is conceived in this manner upon employing a documentary analysis relative to the scrutiny of the ZSCMST VMGO.

After an initial attempt to revise the ZSCMST Vision, Mission, Goals and Objectives (VMGO) through a joint referendum of the Academic and Administrative Councils, and upon the recommendation for an improved Vision and Mission, the college administration, spearheaded by the College President organized a two-part **Strategic Planning Management Workshop (SPMW)** held at the college AVR on May 14-16, 2012 which were all documented with this purpose as one of its objectives. In fact, a consultant has been invited for the VMGO revision. Its *output* is presented to the students and the other stakeholders like the parents, alumni, community and industry representatives for further comments and evaluation.

The Administrative Council then convened, scrutinized and reviewed the VMGO. Individual sharing of ideas has been respected and considered in the crafting of the new VMGO. By conscientious efforts, the council has confirmed and approved the final version of the ZSCMST VMGO which is submitted to the Board of Trustees for ratification and approval as shown in the implementation parameters as tabulated. This VMGO was approved by the Board of Trustees in its Resolution No. 33 during its 98th regular board meeting held last June 15, 2012, and was later disseminated and published through several forms of communication media.

The new and existing vision and mission statements were crafted in the same manner as the old Vision and Mission. On January 17, 2018, the entire ZSCMST welcomes the new President Dr. Jaime G. Jalon and his managing team. With this transition, the new Vision and Mission statements were restated, proposed, and reviewed by the stakeholders last November 5-7, 2019 during the **ZSCMST STRATEGIC PLANNING 2020-2024**, held at Lakeview Resort, Alindahaw. These statements were approved by the BOT last Dec. 11, 2019 per BOT resolution No. 90, s. 2019.



Presidential Decree No. 2020, s. 1986

Signed on January 28, 1986

Malacañang
Manila

PRESIDENTIAL DECREE NO. 2020

CONVERTING THE MINDANAO REGIONAL SCHOOL OF FISHERIES INTO ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY, DEFINING ITS POWERS, FUNCTIONS, AND DUTIES AND APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES.

WHEREAS, it is a policy of the state to periodically reorient the educational system to serve as an effective vehicle for an accelerated economic growth and the social well-being of the Filipino people;

WHEREAS, Western Mindanao is endowed with extensive fishing grounds teeming with marine life, vast mangrove areas and swamplands suitable for aquaculture development and fertile lands with unlimited potentials for agriculture and agribusiness concerns that if rationally exploited, utilized and developed would bring progress and prosperity to the region and its people;

WHEREAS, Western Mindanao suffers from low agricultural and industrial productivity and have limited productive employment opportunities attributed to poor and inefficient resource utilization and inadequate skilled manpower and infrastructure support;

WHEREAS, notwithstanding its natural bounties, Western Mindanao remains underdeveloped on account of a dearth of competent leaders trained in the rudiments of science and technology;

WHEREAS, the present Mindanao Regional School of Fisheries which was included as one of the seven project institutes under the Sixth Education Project of the Philippine Government (GOP/IBRD, No. 1786 PH) had significantly improved its institutional capabilities to offer programs in science and technology;

WHEREAS, the present College with its upgraded facilities can produce the manpower needed to rationally exploit, utilize and develop the natural resources of Western Mindanao, thereby accelerating economic growth and improvement of the quality of life of its people.

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order and decree:

SECTION 1. Conversion and Establishment. The present Mindanao Regional School of Fisheries, located in Zamboanga City is hereby converted into a Regional State College to be



known as Zamboanga State College of Marine Sciences and Technology, hereinafter referred to in this Act as the State College.

SECTION 2. Composition of the State College. The State College shall be composed of the present Regional Institute of Fisheries, Institute of Marine Transportation, and administrative units of the Mindanao Regional School of Fisheries. The State College will have administrative supervision over all fishery schools in the region under a Regional Fisheries System. An Institute of Marine Sciences, a School and other new departments, centers or units may later be organized to become part of the State College.

SECTION 3. Purpose. The State College shall provide the necessary leadership in professional and technical instruction in Fisheries, maritime technology, marine sciences and development management in line with the manpower requirement and other development needs of Western Mindanao and neighboring regions. The State College shall offer undergraduate and graduate courses in fisheries, maritime technology, marine sciences, computer technology and development management, as well as short-term technical/vocational courses relevant to the needs of fisheries, maritime and other marine resources based industries. It shall promote research in fisheries and marine sciences and in related agribusiness concerns.

SECTION 4. Governing Board. The policy making power of the Zamboanga State College of Marine Sciences and Technology is hereby vested in the Board of Trustees. The Board will be composed of five members, namely: the Minister of Education, Culture and Sports, the Regional Executive Director of the National Economic and Development Authority, the President of the State College, the Regional Director of the Ministry of Agriculture and Food, and the President of the Alumni Association of the College.

The members of the Board shall serve without compensation other than actual and necessary expenses incurred in attendance upon meetings of the Board or upon other official business related to his position as a Trustee authorized by a resolution of the Board.

SECTION 5. Powers and Duties of the Governing Board. Board of Trustees shall have the following powers and duties in addition to its general powers of a corporation provided in Section Thirteen of the Corporation Law.

1) To determine and fix the dates and time of their regular meetings as well as special meetings as the need for the same may arise: Provided, That all such meetings shall not be more than twice in a month, nor less than once in any quarter.

2) To recommend the President of the State College for appointment by the President of the Philippines, who shall serve for a period of six years, subject to reappointment provided that his term of office shall not extend beyond the age of sixty-five.

3) To appoint, upon the recommendation of the President of the State College the Vice-President, Executive Director, the Directors of the different Institutes, Heads of Departments, Professors, professorial lectures, visiting or exchange faculty and other officers and



ZSCMST IN PERSPECTIVE

• **Brief History**

The ZSCMST is situated along the coast in the southeastern rim of Zamboanga City right beside the Shrine of the Nuestra Señora La Virgen del Pilar. The Rio Hondo Road passes through its 30-hectare campus.

The ZSCMST opened its doors to students on July 2, 1956 by virtue of Republic Act No. 686. It was then known as the Southern Mindanao Branch of the Philippine Institute of Fisheries Technology (PIFT). Then PIFT is the predecessor of the present day College of Fisheries and Ocean Sciences of the University of the Philippines in the Visayas.

Two (2) years later, it was renamed as Southern Mindanao School of Fisheries (SMSF) and along with eleven other fisheries schools in the country was placed under the administrative supervision of the Bureau of Public Schools and subsequently to the Bureau of Vocational Education in 1964.

In 1965, the SMSF was upgraded into a regional fisheries college and was renamed as Mindanao Regional School of Fisheries (MRSF) by virtue of Republic Act No. 3434. As such, it was one of two (2) fisheries schools in the Philippines that were authorized to offer a Post-secondary Fishery Technical Course.

In 1974, the two-and-a-half year Post-secondary Fishery Technical Course was upgraded to a 3-year Diploma in Fisheries Technology program pursuant to DECS Circular No. 2, s. 1974. In the same year, the MRSF was authorized to offer the following programs: (a) 4-year Fishery Teacher Education Program leading to the degree of Bachelor of Science in Fishery Education (BSFed) by virtue of DECS Circular No. 5, s. 1974, and (b) Bachelor of Science in Fisheries (BSF) by virtue of DECS Circular No. 9, s. 1974.

In 1978, the MRSF offered a maritime program leading to the degree of Bachelor of Science in Marine Transportation (BSMT). In the same year, the MRSF was appointed as a degree-granting institution in Region IX for Master of Arts in Teaching Elementary Agriculture (MATEA).

In 1979, the MRSF along with seven (7) fisheries schools in the country was identified as Regional Institutes of Fisheries Technology (RIFTs) under the Sixth World Bank (IBRD) Fishery Training Project. The Project was completed in 1986.

In 1986, the MRSF was converted into the Zamboanga State College of Marine Sciences and Technology (ZSCMST) by virtue of P.D. No. 2020. The ZSCMST is mandated to develop and implement academic programs in fisheries, maritime education, developmental management, food technology and computer technology.



I. Legal Mandate

1. Presidential Decree No. 2020

On January 20, 1986, President Ferdinand E. Marcos signed into law Presidential Decree No. 2020 "CONVERTING THE MINDANAO REGIONAL SCHOOL OF FISHERIES INTO ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY, DEFINING ITS POWERS, FUNCTIONS, DUTIES, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES".

The ZSCMST is mandated to provide the necessary leadership in professional and technical instruction in fisheries, maritime technology, marine sciences and development management in line with the manpower requirement and other development needs of Western Mindanao and neighboring regions. It shall offer undergraduate and graduate courses in fisheries, maritime technology, marine sciences, **computer technology** and **development management** as well as technical/vocational courses relevant to the needs of fisheries, maritime and other marine resource based industries. It shall provide research in fisheries, and marine sciences and in related agribusiness concerns (Section 3, P. D. No. 2020).

2. Republic Act No. 8292

Republic Act No. 8292 provides for the uniform composition and powers of the governing boards, the manner of appointment and term of office of the president of chartered state universities and colleges, and for other purposes.

The Act enunciates the policy of the State to establish, maintain, and support a complete, adequate and integrated system of education relevant to the needs of the people and society. Towards this end, the composition of the governing boards of chartered state universities and colleges is hereby modified in order to:

- (a) achieve a more coordinated and integrated system of higher education;
- (b) render them more effective in the formulation and implementation of policies on higher education;
- (c) provide for more relevant direction in their governance; and
- (d) ensure the enjoyment of academic freedom as guaranteed by the Constitution.

II. Policy Making Bodies



1. Board of Trustees

Republic Act No. 8292 otherwise known as the "Higher Education Modernization Act of 1997" prescribed the uniform composition and functions of the governing boards of chartered universities and colleges.

The composition, manner of appointment of the Chairman and members and powers and duties of the Board are stipulated in Sections 3 and 4 of the Act.

1.1 Composition. The governing body of state universities and colleges is hereby vested in the Board of Regents for universities and in the Board of Trustees for colleges which shall be composed of the following:

- a) Chairman of the Commission on Higher Education (CHED) as Chairman;
- b) President of the chartered SUC as Vice Chairman;
- c) The Chairman of the Committee on Education of the Senate, Congress of the Philippines, as member;
- d) The Chairman of the Committee on Higher and Technical Education of the House of Representatives, as member;
- e) The Regional Director of the National Economic Development Authority (NEDA) of the particular region where the chartered SUC is located;
- f) The President/Chair/Head of the duly recognized Faculty Association (FA) of the chartered SUC or the Federation President/Federation Chair/Federation Head thereof, as member;
- g) The President of the supreme student council or the student representative elected by the student council who shall be known as Student Regent (SR) or Student Trustee (ST); provided, that in the absence of a student council president or student representative elected by the student council, the university or college shall schedule one (1) week for the campaign and election of a student representative as member;
- h) The President of the alumni association or the Federation of Alumni Association in SUCs with multi-campus preferably from tertiary programs as member;
- i) Two (2) prominent citizens representing the private sector who have distinguished themselves in their professions or fields of specialization chosen from among a list of at least five (5) persons qualified in the city or the province where the school is located, as recommended by the search committee constituted by the President in consultation with the Chairman of the CHED based on the normal standards and qualifications for the position as members;
- j) The Regional Director of the Department of Science and Technology (DOST) in case of science and technological colleges; or the Regional Director of the Department of Agriculture in case of agricultural colleges; or both Regional Director of DOST and Agriculture in case of a combined



Technological and Agricultural College; and/or the Secretary of Education for an Autonomous Region. In lieu of such representation, the commanding generals of the Philippine Air Force (PAF) and the Philippine Navy (PN) of the Armed Forces of the Philippines (AFP) shall sit as members of the Board of the Philippine State College of Aeronautics and the Philippine Merchant Marine Academy, respectively; (IRR for R. A. No. 8292, Rule IV, Section 6).

1.2 Powers and duties of the Governing Boards. The Governing Boards shall have the following powers and duties in addition to its general powers of administration and the exercise of all the powers granted to a Board of Directors of a corporation under Section 36 of Batas Pambansa Big. 68, otherwise known as the "Corporation Code of the Philippines," thus:

- (a) To enact rules and regulations not contrary to law as may be necessary to carry out the purposes and functions of the university or college;
- (b) To receive and appropriate all sums as may be provided for the support of the university or college in the manner it may determine and in accordance with its discretion, in order to carry out the purposes and functions of the university or college;
- (c) To receive in trust legacies, gifts and donations of real and personal properties of all kinds and to administer and dispose the same when necessary for the benefit of the university or college, subject to limitations, directions and instructions of the donors, if any.

Such donations shall be exempt from all taxes and shall be considered as deductible items from the income tax of the donor. *Provided, however,* That the rights, privileges and exemptions extended by this Act shall likewise be extended to non-stock, non-profit private universities and colleges; *Provided, finally,* That the same privileges shall also be extended to city colleges and universities with the approval of the local government unit concerned and in coordination with the CHED;

The Commissioner of the Bureau of Internal Revenue and the Secretary of Finance shall be informed by the Board of such donations in order to effect the necessary tax exemptions as herein provided.

- (d) To fix the tuition fees and other necessary charges, such as, but not limited, to matriculation fees, graduation fees and laboratory fees, as they may deem proper to impose, after due consultations with the involved sectors.



- (s) To develop consortia and other forms of linkages with local government units, institutions and agencies, both public and private, local and foreign, in furtherance of the purposes and objectives of their university or college;
- (t) To develop academic arrangements for institution-capability building with appropriate institutions and agencies, public or private, local or foreign and to appoint experts/specialists as consultants, or visiting or exchange professors, scholars, researchers, as the case may be;
- (u) To set up the adoption of modern and innovative modes of transmitting knowledge such as the use of information technology, the dual system, open learning, community laboratory, etc., for the promotion of greater access to higher education;
- (v) To establish policy guidelines and procedures for participative decision-making and transparency within the university or college;
- (w) To privatize, where most advantageous to the university or college, the management of non-academic services such as health, food, building or grounds or property maintenance, and similar such other objectives; and
- (x) To extend the services of an incumbent President of the university or college beyond the age of retirement but not later than the age of seventy (70), whose performance has been unanimously rated by the GB as outstanding, after unanimous recommendation by the Search Committee (SC) concerned. (IRR for R. A. No. 8292, Rule V, Section 18).

2. Administrative Council

There shall be created in each chartered SUC an Administrative Council (ADCO) which shall be composed its President as Chairman and with its Vice-President(s), Deans, Directors, and other officials of equal rank as Members.

2.1 Duty of ADCO. The ADCO of a chartered SUC so formed and constituted shall review and recommend in accordance with its GB appropriate policies governing the administration, management and development planning of the chartered SUC for the latter's action as it may deem fit. (IRR for R. A. No. 8292, Rule IX, Section 37).

3. Academic Council

There shall be established and constituted in each of the chartered SUCs an Academic Council (AC) with its President as Chairman and all the members of its instructional staff with the rank of



not lower than Assistant Professor as members. (IRR for R. A. No. 8292, Rule IX, Section 38).

3.1 Powers of the AC. The Ac so formed and constituted in each of the chartered SUCs shall have the following powers, in accordance with Sec. 4, Par. (o) & (v) of R. A. 8292 to wit:

- (a) Determine, review and recommend for the approval of its GB the course offerings of the concerned chartered SUC;
- (b) Devise/draft, review and recommend for the approval of its GB the rules of discipline of and for the concerned chartered SUC, and
- (c) Fix the requirements for the admission of students in the concerned chartered SUC as well as for their graduation and the conferment of degrees and submit the same to its GB for review and/or approval in accordance with Sec. 4, Par. (j) of R. A. 8292. (IRR for R. A. No. 8292, Rule IX, Section 39).

III. Officers of the Administration

1. Terms of Reference of Organizational Units, Officials and Rank-and-File Employees



The organizational chart documents the lines of responsibility and authority of ZSCMST managers and administrators. The interrelations of managers and rank and file employees that manage, perform, evaluate and verify operations and activities affecting quality are integral features of the procedures.

The ZSCMST management ensures that all employees are fully aware and clearly understand the responsibilities, authorities, and accountabilities of their position and/or designation as reflected in the QMS. These are communicated to them during orientation sessions, department and general meetings, and circularized through memoranda and special orders.

Properly defined and delineated Job Description/Terms of Reference are maintained and periodically updated by the Human Resource Management Officer (HRMO) who is primarily responsible for orienting and making known to the employees their individual and collective roles and contributions to the realization of the College vision, mission, and goals/objectives.

3.1.1 College President

Responsible for the governance of the College; crafts and plans the realization of the vision-mission and goals; formulates and implements College policies, rules, and regulations and program proposals, strategic and operations plans duly recommended by the Administrative and Academic Councils for the approval of the Board of Trustees; approves the recruitment and career development of College personnel; identifies priority strategic institutional concerns; establishes and maintains networks and linkages; and steers management review meetings and strategic planning.

3.1.2 Board Secretary

Coordinates and facilitates the conduct of BOT meetings; coordinates the preparation of documents, i.e. Agenda Folio, for board meetings and their prompt distribution to the BOT Chair and Members; coordinates the participation of all BOT Members; serves as Secretary, i.e. keeps tab of the minutes of (deliberations and proceedings), meetings of the Administrative and Academic Councils; ensures that BOT documents and records are maintained in accordance with the QMS standards and requirements and serve as conduit between the College and the BOT and custodian of all records of the College Board of Trustees.

3.1.3 Vice President, Administration and Finance

Steers the operations of the administrative and finance management subsystems; supervises the conceptualization of college policies, operating systems improvements and upgrade, and rules and regulations; supervises the preparation



slower pace and easy to decipher and highly predictable events of the past centuries, is steadily decreasing, making certain the probability for organizations in this century to get swept into irrelevance and obsolescence by the turbulent currents of change. Adeptly managing complexities, connecting now become the greatest challenge to hurdle by those at the helm of organizations in the 21st century.

One of the classic drawbacks to success and long-term survival of organizations is the strategic leaders' lack of capacity to paint a mental image of its future state, what they (framers) intend their organization to become in the foreseeable horizon, to articulate and peddle the imagined future and have it sold and owned by the constituency and the organization's critically vital stakeholders.

Thus, instead of being preoccupied with the trivial task of "dousing fires", senior leaders should find time to withdraw from the mainstream of events to take a 360 degree perspective view of their organization to re-imagine what it can become by making maximum use of its strengths that have been appropriately bundled with the opportunities with reach, and what it should become in the foreseeable future by harnessing the positive forces it can muster to minimize the debilitating impacts of its weaknesses and environmental threats to its success and long-term viability.

1. Strategic Planning

- Traditionally, the "change of the guard" which takes place at the end of term of office of the College President precedes strategic planning.
- The exercise allows the State College to make fundamental decisions or choices by taking a long-term view of what it hopes to accomplish and how it will do so. The output which is the **strategic development roadmap**, concocted out of converged, jelled and in synched institutional strengths, weaknesses, opportunities, threats, collaborations and network, represents an organization-wide consensus among key players, the rank and file and vital stakeholders concerning the vision, mission, goal and objectives and the strategies, the blueprint of courses of action that would achieve and strategic VMG/O.
- Living out the celebrated adage in strategic planning, "*that the voyage towards the avowed destination bears the most significance than the appointed arrival at the designated port of call*" strategic planning should succeed in ingraining in every employee excellence and productivity-boosting values and other-ramifications that should necessarily include:
 - a) Setting into motion a dynamic process that allows the organization to continually reassess and confront change and grow within an agreed upon framework;



- b) Re-engineering a stimulating, highly charged and energized process of collectively thinking about the College' future states;
- c) Laying down well-express measures and metrics and carefully defined and delineated accountability templates;
- d) Challenging the status quo by creating and fostering an open atmosphere that underscores the interest of State College and the continuing search for answers to question "how can we do things better?" in a more systematic and thorough fashion.
- e) Allowing too preoccupied, multi-tasked senior managers and policy makers to singularly focus on the enable them to harness their expertise and insights on self-assessment and determining strategic direction;
- f) Developing a renewed sense of organizational mission and consensus to sustainably reframe and redirect individual employee's perspectives, roles and contributions toward the organization's vision, mission and goal.

The ZSCMST Strategic Planning Process Flow

Stage A. Where are we now?

- Step 1 Plan and organize the planning process
 - Frame the challenge.
 - Get organized and secure commitment.
 - Constitute the executive committee and the core planning team.
 - Facilitate the planning process.
- Step 2 Revisit the College's mission.
- Step 3 Conduct a S-W-O-T Analysis
 - Identify barrier and drivers.
 - Provide an overview of main challenges and opportunities.
 - Choose critical strategic variables.
- Step 4 Use the S-W-O-T matrix to do the SOAR Analysis
 - The Appreciative Inquiry's 4D Model
 - ✓ Discovery – What is? Finding out and reliving moment of excellence, honest reflection of core values, celebrating best practices that make the College proud.



- ✓ Dream – What might be? Envisioning “positive possibilities and “provocative propositions” for a desired future state.
 - ✓ Design – How can we achieve what we future state that we dreamt of? Affirming objective and goals, creating the structure, systems, processes, and interrelations that will achieve the vision.
 - ✓ Destiny – What will it be? Propelling the organization to the envisioned future state; organizing required inputs and creating, facilitating, and enhancing environs.
-
- Carry out the Appreciated Inquiry’s 4I Approach.
 - ✓ Initiate - create and achieve a common understanding and agreement on “affirmative topics” the necessary preparation and input requirement.
 - ✓ Inquire - conduct an in-depth and candid reflection of organization Strengths.
 - ✓ Imagine - imagining the opportunities; perusing existing and available information to co-create a shared mental image of future state.
 - ✓ Innovation - to achieve shared aspirations; transforming the vision into actionable agenda, and “walking the diamond” - effecting meaningful changes in or organization systems and processes, culture and behavior, management systems and organization structure.

Stage B. Where does the College want to go?

Step 5

Re-visit the strategic framework (V-M-G-O) and the existing strategic plan.

- Brainstorm key issues. Identify and rank issues according to the agreed upon criteria.
- Outline future states or a vision for the College.



- Reframe development options; prioritize key issues and translate them into doable goals and objectives.
- Cascade goals and objectives, and;
- Verify and validate strategic alignment.

Stage C. How do we get there?

- Step 6 Identify and develop strategies.
- Identify strategic course of action.
 - Brainstorm components of the strategic courses of action.
 - Organize, screen and rank strategies.
 - Allocate resources and ensure sustainability.
- Step 7 Integrate the strategies and write the 4-year Strategic Plan
- Fine-tune chosen strategies.
 - Check and confirm strategic alignment.
 - Secure approval.
 - Disseminate the strategic plan.
- Step 8 Implement and institutionalize Strategic Plan
- Check for institutional and governance gaps.
 - Link or tie up and harmonize the new strategies with the existing strategies.
 - Review the plan systematically, update and revise as may be warranted.

Stage D. Are we getting there?

- Step 9 Design and set up the Management Control System (MCS).
- Put in place internal controls.
 - Organize the internal audit unit.
 - Formulate the internal audit plan.
 - Monitor, validate and report finding.
- Step 10 Formulate and implement corrective actions.

Once agreed upon and implemented, the strategic plan gets an update annually. The changes that may be warranted are incorporated in the Operations Plan.

2. Annual Operations Planning



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: www.zscollege.edu.ph



Excerpts from the Minutes of the Meeting of the Administrative Council of the Zamboanga State College of Marine Sciences and Technology held on November 29, 2019 at the Conference Room of the Administration Building, Zamboanga City.

**ZSCMST ADMINISTRATIVE COUNCIL
RESOLUTION No. 57, s. 2019**

“A RESOLUTION ENDORSING THE CY 2020-2024 STRATEGIC PLAN OF THE ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY FOR APPROVAL BY THE BOARD OF TRUSTEES.”

WHEREAS, the CY 2020-2024 ZSCMST Strategic Plan was presented for its favorable endorsement to the Board of Trustees;

WHEREAS, the content of the plan to include the (a) new vision and mission statements, (b) institutional development goals and objectives, (c) strategic initiatives, (d) S-W-O-T analysis, (e) performance metrics, among others, was presented and discussed;

WHEREAS, the corrections and suggestions made by the Administrative Council were duly noted by the Planning Office to include the specification of the planned research outputs;

NOW THEREFORE, viewed from the foregoing, on motion of Mr. Alvin C. Reyes, seconded by Dr. Consorcia P. Fabila, BE IT RESOLVED, as the ZSCMST Administrative Council hereby resolve to endorse the CY 2020-2024 Strategic Plan of the Zamboanga State College of Marine Sciences and Technology for approval by the Board of Trustees subject to the introduction of the corrections and suggestions made by the Administrative Council.

RESOLVED this 29th day of November, 2019 at the Zamboanga State College of Marine Sciences and Technology, Rio Hondo, Zamboanga City, Philippines.

CERTIFIED CORRECT:

HECTOR H. RAMILLANO JR.

Board Secretary V

Secretary to the ZSCMST Administrative Council

Noted by:

BENJAMIN S. A. MIGUEL, Ph.D.

Vice President, Administration and Finance

Vice Chairperson, ZSCMST Administrative Council

Attested by:

JAIME G. JALON, Ph.D.

President, ZSCMST

Chairperson, ZSCMST Administrative Council





**ADMINISTRATIVE COUNCIL RESOLUTION APPROVING
THE CY 2020-2024 STRATEGIC PLAN INCLUDING THE
NEW VISION AND MISSION STATEMENT**





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: www.zscollege.edu.ph



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HECTOR H. RAMILLANO JR.
Board Secretary V

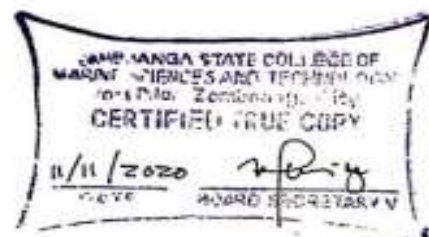
Secretary to the ZSCMST Administrative Council

Noted by:

BENJAMIN S. A. MIGUEL, Ph.D.
Vice President, Administration and Finance
Vice Chairperson, ZSCMST Administrative Council

Attested by:

JAIME G. JALÓN, Ph.D.
President, ZSCMST
Chairperson, ZSCMST Administrative Council





**BOT RESOLUTION
APPROVING THE CY 2020-2024 STRATEGIC PLAN
INCLUDING THE NEW VISION AND MISSION
STATEMENTS**





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>



Excerpts from the Minutes of the CY 2019 Fourth Quarter (128th) Regular Meeting of the Board of Trustees of the Zamboanga State College of Marine Sciences and Technology held on December 11, 2019 at Seville Hall, Marcian Garden Hotel, Zamboanga City.

BOARD OF TRUSTEES
Resolution No. 90, s. 2019

“A RESOLUTION APPROVING THE CY 2020-2024 STRATEGIC PLAN OF THE ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY SUBJECT TO THE INTRODUCTION OF THE SUGGESTIONS AND CORRECTIONS MADE BY THE BOARD OF TRUSTEES.”


WHEREAS, the ZSCMST prepared its Strategic Plan for CY 2020-2024 and submitted the same for approval by the Board of Trustees at its CY 2019 Fourth Quarter (128th) Regular Meeting held on December 11, 2019;

WHEREAS, upon review some corrections were introduced in the plan by the Board of Trustees particularly on the vision and mission statements, performance metrics, balanced scorecard, strategic initiatives, strategic goals and objectives which were all duly noted;

WHEREAS, due to time constraints, the Board of Trustees agreed to approve the Strategic Plan in principle. The Strategic Plan may, in the future, be submitted to the Board of Trustees for further review and critiquing.

NOW THEREFORE, on motion of Hon. Martin A. Wee, seconded by Hon. Phlorita A. Ridao, **BE IT RESOLVED**, as the ZSCMST Board of Trustees hereby resolve, to **approve** the CY 2020-2024 Strategic Plan of the Zamboanga State College of Marine Sciences and Technology subject to the introduction of the suggestions and corrections made by the Board of Trustees;

RESOLVED, this 11th day of December, 2019 at the Seville Hall, Marcian Garden Hotel, Zamboanga City, Philippines.


Hon. PERFECTO A. ALBIN, Ed.D.
Commissioner, CHED
Chairperson-Designate, ZSCMST Board of Trustees


Hon. JAIME G. JALON, Ph.D.
President, ZSCMST
Vice Chairperson, ZSCMST Board of Trustees



Absent
Hon. EMMANUEL JOEL VILLANUEVA
Chairperson, Senate Committee on Education, Arts and Culture
Member, ZSCMST Board of Trustees

Absent
Hon. MARK O. GO
Chairperson, Committee on Higher and Technical Education, House of Representatives
Member, ZSCMST Board of Trustees


Hon. MARTIN A. WEE
Regional Director, DOST IX
Member, ZSCMST Board of Trustees


Hon. PHLORITA A. RIDAO
OIC-Regional Director, NEDA IX
Member, ZSCMST Board of Trustees




Hon. REYNERIO S. CANDIDO
Private Sector Representative
Member, ZSCMST Board of Trustees


Hon. JAYDRICK JOHNSON A. YAP
Private Sector Representative
Member, ZSCMST Board of Trustees


Hon. GEORGINA A. MARCOS
President, ZSCMST Faculty Club, Inc.
Member, ZSCMST Board of Trustees


Hon. MARIO RITCHIE O. HIBIONADA
President, ZSCMST Alumni Association, Inc.
Member, ZSCMST Board of Trustees


Hon. LARIE L. SEBAYAN, JR.
President, ZSCMST Supreme Student Council
Member, ZSCMST Board of Trustees

I hereby certify to the correctness of this resolution.


HECTOR H. RAMILLANO, JR.
Board Secretary V

MINDANAO STATE COLLEGE OF
MARINE SCIENCES AND TECHNOLOGY
1015 P.O. Zamboanga, City
CERTIFIED TRUE COPY
10/8/2023 HECTOR H. RAMILLANO, JR.
BOARD SECRETARY V