



Republic of the Philippines
North Eastern Mindanao State University

NORTH EASTERN MINDANAO STATE UNIVERSITY
TANDAG CAMPUS
RECORDS OFFICE

RELEASED

MEMORANDUM FROM THE OFFICE OF THE PRESIDENT
No. 0351, s. 2025

DATE: 10-3-2025
TIME: 11:53 AM
BY: [Signature]

TO: OVPA, OVPAF, OVPRE, OVPPSI, Campus Directors, CAO-Admin, CAO-Finance, SAO-Admin, SAO-Finance, HRMO, GAD Campus Coordinators, GAD Focal Person

DATE: October 2, 2025

SUBJECT: Submission of PPA Proposals for GAD Attribution (CY 2026)

Greetings of peace and solidarity.

This is to call the attention of all concerned offices for the submission of PPA Proposals for Calendar Year 2026. In line with the University's commitment to mainstream Gender and Development (GAD), and in reference to **Memorandum from the Office of the President No. 03-010, s. 2024**, all proposals shall adhere to the guidelines on GAD Attribution of Activity/Project Proposals.

All approved proposals must be submitted to the GAD Focal Person through the Campus GAD Coordinators on or before **October 8, 2025**. For the prescribed template and further clarification on rationale/background, objectives, and keywords, proponents may coordinate with the GAD Office.

Wide and immediate dissemination of this memorandum is highly desired.

For information and strict compliance.

For the grassroots and in the spirit of vibrant leadership,

NEMESIO G. LOAYON, PhD
SUC President III



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MEMORANDUM FROM THE OFFICE OF THE PRESIDENT

No. 03 - DID, s. 2024

TO: Vice Presidents, Campus Directors, Deans, Directors,
Unit/Office Heads, GAD Focal Person, Campus GAD
Coordinators, All others concerned

SUBJECT: GAD ATTRIBUTION OF ACTIVITY/PROJECT PROPOSALS

DATE: March 5, 2024



To align our initiatives to the Gender and Development Program of the Philippines, the following shall be observed in all PPA Proposals before these will be approved:

Rationale/Background

- The proponent states gender equality goals, outcomes and outputs.
- State/cite the 8-point Agenda component of the University where the activity/project is anchored.
- Describe the population involved. Provide the sex-disaggregated data (in figures) of the involved beneficiaries/participants or population. Include other gender-related statistics if available- age, sexual orientation, IP, PWD, children, etc.
- What are the gender issues determined? Include the line "**gender issue/s**" in the proposal. What are the gender gaps, opportunities, and constraints?
- Describe how the gender issue/s affect women/men. How does it become a deterrent to development?
- Explain how the activity identified will address the gender issues.
- Discuss how the activity/project fits in line with the mandates and priorities of the University.
- Discuss how the program/project/activity aligns to the Philippine Plan for Gender-Responsive Development (PPGD), and/or the Magna Carta of Women (MCW).

Objectives

- The proponent states gender equality goals, outcomes and outputs.

Project Beneficiaries/Activity Participants

List of Participants (Template)

See Enclosure 1.

Important Keywords that may be present in GADable proposals

male, female, men, women, marginalized sectors, vulnerable sectors, disadvantaged sectors, children, youth, IP, PWD, LGBTQ+ or persons with diverse SOGIE, gender, gender issues, opportunities, constraints, barriers, based on the findings, results, consultations, surveys, data, interviews, FGD, welfare, access, conscientization, participation, control, to address the problem, in response to the problem, to resolve the prevailing issue, in support to the PPGD, MCW

Attached is the 8-point Agenda of the University for your reference.



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All proponents are required to furnish a copy of their approved proposals to the GAD Focal Person through the Campus GAD Coordinators.

Wide and immediate dissemination of this memorandum is highly desired.

For information and strict compliance.

A handwritten signature in blue ink, appearing to read "Nemesio G. Loayon".

NEMESIO G. LOAYON, PhD
SUC President

[illegible]

As a University, we value the privacy and security of personal information. In compliance with data privacy laws and regulations, we would like to inform all participants that the collection and use of personal information, including gender and age, will be done in a lawful, fair, and transparent manner. The information collected will be used solely for the purpose of ensuring that the activity or training is designed and implemented in a gender-sensitive manner, taking into account the different needs and perspectives of participants based on their gender and other social identities. We will take all necessary measures to protect the confidentiality and integrity of personal information and ensure that it is not disclosed or used for any other purpose without the participant's consent. If you have any questions or concerns regarding the collection and use of personal information, please do not hesitate to contact us.



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Vision

A premier Research University that leverages social innovation and economic competitiveness for sustainable development.

Mission

As NEMSU transforms itself into a premier research University, it shall govern an academic community that shall construct responsive-research programs, provides industry-standard programs of instruction, and manages technology-driven projects and market-oriented extension services, all towards shaping the role and significance of Northeastern Mindanao in the political and economic integration among the Southeast Asian nation as one.

Strategy

Prof. Loayon's administration proposes transformative strategies aligned with the strengths of the NEMSU Academic and Administrative community and anchored on the needs and demands of the country. The 8-Point Agenda aspires to empower the academic institution toward innovation and sustainable development.

1. Industry and commercially-driven research and innovation
2. Transformative education and excellence in teaching and learning
3. Innovative Technology and entrepreneurial driven-production
4. Market-oriented extension and inclusive public service
5. Vibrant and equitable Faculty and Staff development programs
6. Accessible and client-focused student services
7. Client-centered, transparent, and efficient governance with modernized and disaster-resilient physical and digital infrastructures and facilities
8. Knowledge-sharing and skills-driven internationalization programs



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DEVELOPMENTAL ROAD MAP
(FOR AY 2023-2027)

NEMESIO G. LOAYON, PhD
SUC President

8 – Point Strategic Directional Agenda	Strategic Goals	Specific Action
1. Industry and commercially-driven research and innovation	<p>1.1 Generate research and innovations focused on disaster resilience, crisis-oriented, and climate-adaptive industries in Fishery, Agri-forestry, Mining, Eco-Tourism (FAME), health services, food security, and poverty alleviation.</p> <p>1.2 Produce branches of artistic and scientific knowledge, intellectual property, or technological invention to hone the ecology of innovation among the instruments of governance, human capital, natural resources, techno-scientific infrastructures, and environmental management standard.</p> <p>1.3 Upscale human capital and change-dynamic mechanism for social legislation strategists, public administrators, community-sectoral and industry leaders to promote inclusive development and programs.</p>	<p>Implement interdisciplinary research programs addressing the pressing gaps in FAME, health services, food security, poverty alleviation, renewable energy, environmental conservation, climate change, and disaster preparedness.</p> <p>Intensify capacity building of researchers and innovators to establish research complementary with leading Universities in the country and abroad to create an innovative ecosystem in the University.</p> <p>Establish Technology Business Incubation and Food Innovation Center to spur more innovations into business models and translate early-stage start-ups into profitable R&D-based spin-off companies to generate employment of graduates for economic recovery.</p> <p>Design curricular programs into research-led instruction that spur new knowledge and innovation, and develop new technocrats, and community and business leaders.</p> <p>Establish research centers in all seven campuses based on its niche and flagship programs, viz:</p> <p>Cantilan Campus – Industrial Park and Renewable Energy Hub</p> <p>Tandag Campus – Center of Teaching in Learning Excellence</p> <p>San Miguel Campus – Center for</p>



		<p>Smart Agriculture and Exclusive Economic Zone</p> <p>Cagwait Campus – Tourism and SMEs Innovation Hub</p> <p>Liang Campus – Research Center for Marine and Ecosystem</p> <p>Tagbina Campus – Food Technology Research and Agribusiness Center</p> <p>Bislig Campus – Agri-forestry and Paper Industry Innovation Park</p>
2. Transformative Education and Excellence in Teaching and Learning	2.1 Educate and train students to shape the shared mindset, systematic thinking, and collective attitude as researchers, adaptors, agents, and enablers of innovative start-ups and business incubation projects. As young entrepreneurs and technocrats in the fields of the fishery, agro-forestry, mineral, and eco-tourism (FAME), law, engineering, education, business, health care, HUSOCOM, and other demand-driven fields, rather than the mere traditional employment-seeking and job-hunting	<p>Recalibrate curricular programs and institutionalize research-based and innovation-led instruction.</p> <p>Modernize classroom buildings, information technology gadgets, infrastructures, connectivity, library hub with learning commons, workspaces, laboratories, auditorium, and simulation rooms.</p> <p>Introduce multiple learning delivery modes for optimum learning outcomes and research excellence.</p> <p>Develop a practical model for learning assessment and ensure the mastery of competencies and competitiveness for employment and livelihood opportunities.</p> <p>Subject academic programs ready for CHED recognition as COD/COE</p>



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	<p>graduates.</p> <p>2.2 Train students to become research-skilled and future-ready graduates whose psychosocial characters do not search for employment opportunities but create livelihood and business opportunities.</p> <p>2.3 Serve as convener, agent, and enabler in building and promoting disaster-resilient, crisis-oriented, and climate-adaptive economy.</p>	<p>Intensify Licensure Exam Review for board courses to ensure a high passing percentage.</p>
<p>3. Innovative Technology and Entrepreneurial driven-production</p>	<p>3.1 Maximize LUDIP-based land areas of the University potential for joint and feasible revenue-generating and livelihood multiplying enterprises under Public Private Partnership (PPPs) developers and innovators engagement,</p> <p>3.2 Establish FAME enterprise Competitiveness Policy and Research Centers to mark all research-based and knowledge-driven products and services.</p> <p>3.3 Increase the commercial activities among campuses in support of the instruction, research, and extension functions of the University.</p>	<p>Establish strong linkages and networking with the government, academes, industries, and communities to maximize the entrepreneurial, technological, and innovative ecosystem of the University</p> <p>Revisit the resource generation manual to scale up resource generation initiatives, investments, entrepreneurship, and fiscal anatomy.</p> <p>Establish Technology Business Incubation and startup enterprise which serve as simulations and business models with hands-on experience.</p>



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4. Market-Oriented and Community-Responsive Extension Services	<p>4.1 Organize, train, and mobilize selected faculty fellows, research and extension staff, and students to serve as social technocrats in the conduct of the University's extension services to its partner institutions and beneficiaries.</p> <p>4.2 Forge partnerships with communities as strategic growth poles for pilot project modeling.</p>	<p>Design pragmatic extension services grounded on research engagement technology transfer, entrepreneurship, and social responsibility.</p> <p>Establish strong linkages and networking industries locally and internationally.</p> <p>Strengthen alliance with Philippine Exclusive Economic Zone (PEZA) as one of the key players for the exclusive economic zone.</p> <p>Intensify knowledge sharing and technology transfer to recipients and beneficiaries.</p> <p>Monitor assist and supervise the project implementation to ensure progress and sustainability.</p>
5. Vibrant and ignitable Faculty and Staff development program	5.1 Institutionalized and Globally-engaged an impactful faculty and staff development program	<p>Strengthened faculty and staff mobility</p> <p>Well-funded institution and externally institutionalized succession plan with sound benefits and compensation.</p>
6. Accessible and client-focused student services	6.1 Comprehensive student services that propel the holistic development of the learners.	<p>Institutionalize the Campus Ministers per Campuses of the University</p> <p>Provisions of workspace, dormitories, student center, sports and recreation center, learning commons, multi-faith center, and campus security technology.</p>
7. Client-centered, transparent and efficient governance with modernized and disaster-resilient physical and digital infrastructure and facilities	7.1 Establish NEMSU as a Smart University with digitalized disaster-resilient infrastructure, facilities, and technology-enabled governance	<p>Strengthen resource generation and adequate fiscal space for governance and support operations.</p> <p>Accelerating digital transformation, and automation of transactions.</p> <p>Implement physical and infrastructure development plan reflected at the LUDIP</p>
8. Knowledge-sharing and skills-driven internationalization program	8.1 Produce globally competitive graduates	International curriculum and quality assurance for globally competitive education. Identify international mobility of student and faculty



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		mobility and knowledge-based economy.
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