

COMPLIANCE REPORT

DECEMBER

2024

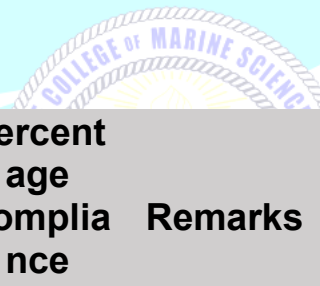
Bachelor of Science in Marine Transportation

RESEARCH

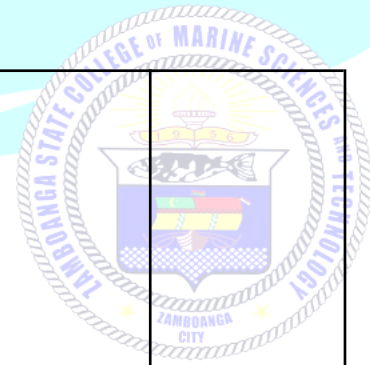


Zamboanga State College of Marine Sciences & Technology (ZSCMST)

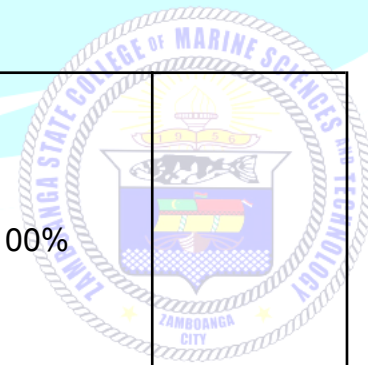




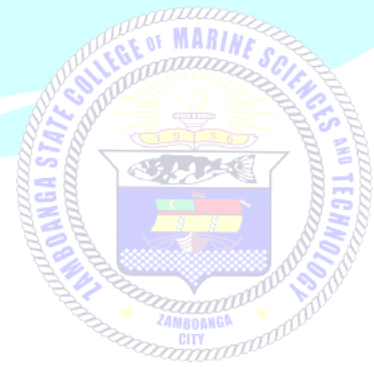
Mandatory Requirements	Action Taken	Percent age Compliance (%)	Remarks
<p>1. Encourage all faculty in the Bachelor of Science in -Maritime Technology (BS Maritime Tech) majors in Marine Engineering and Marine Transportation to conduct more publishable, marketable, and patentable research projects.</p>	<p>This highlights the participation of CME faculty members in seminar workshops and Writeshop focused on the development of research proposals, enhancement of writing quality, crafting of program-related research papers, and gaining insights into Intellectual Property, leading to the approval of several research proposals.</p> <ul style="list-style-type: none">- Mid-year Strategic Planning and workshop September 25-27, 2023 (see output below)- ZSCMST Writeshop on Crafting Effective Research Proposal Incorporating Future Thinking November 13-15, 2023 (see output below)- Research Seminar Writeshop for CME February 15-16, 2024 (see output below)- Four Research Proposals Submitted. 2 for the BSMT Faculty 2 for the BSMarE Faculty March 12, 2024 (see output below)- IPTBM Echo Seminar: Introduction to Intellectual Property, Prior Art Search, and Claims Drafting March 11 to 12 and 18, 2024 And Technology Promotion Mentorship Series Echo Seminar September 3-4, 2024 (see output below) <p>RESEARCH INCENTIVES (see output below)</p>	100%	



<p>2. Encourage all faculty in the Bachelor of Science in Maritime Technology to present their research at regional, national, and international conferences.</p>	<p>Complete Name: <u>R/O REYNALDIN T. DAJAY</u></p> <p>Title: “Risk Management Practices and Organizational Performance in State Universities and Colleges: Basis for Risk Management Training Plan”</p> <p>Complete Name: <u>2/M ELCID A. ARANAN</u></p> <p>Title: “Preparedness of Maritime Instructors on Competency-Based Education (CBE): Basis for an Intervention Plan” (see output below)</p>	<p>100%</p>	
<p>3. All BS Maritime Tech Faculty members should be expected to create more copyrighted instructional materials in order to improve the teaching- learning process and generate revenue for the institution.</p>	<p><u>Capt. Marnette M. Apit</u> Module name:</p> <ol style="list-style-type: none"> 1. Module on marcom (maritime communications) 2. Module on nav 5 (operational use of Radar/ARPA) <p><u>2/M Elcid Aranan</u></p> <ol style="list-style-type: none"> 1. Module on Nav. 4 (Celestial Navigation 4) 2. Module on Deck Watch 2 (Deck Watch Keeping With BRM) <p><u>2/M Edwin R. Narca</u></p> <ol style="list-style-type: none"> 1. Module Names: Module On Met-O (Meteorology & Oceanography) <p><u>Capt. Edmundo P. Laurente</u></p> <ol style="list-style-type: none"> 1. Module names: Module on Nav. 7 (Voyage Planning) <p>(see output below)</p>	<p>100%</p>	



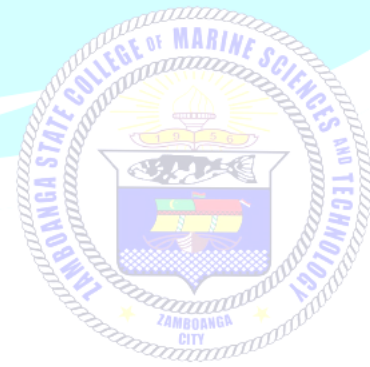
<p>4. Create an Intellectual Property Rights (IPR) Manual that has been approved by the BOT to guide researchers in the protection of their research outputs and develop instructional materials.</p>	<p>- Policies and Guidelines on Intellectual Property Rights of the Zamboanga State College of Marine Sciences and Technology. Board Resolution No. 06, s. 2012 (see output below)</p>	100%	
<p>5. Encourage more application of utility models (UM) for various research outputs of BS Maritime Tech faculty and students.</p>	<p>ZSCMST-IPTBM Echoes Insights on Intellectual Property March 11 to 12 and 18, 2024 And Technology Promotion Mentorship Series Echo Seminar September 3-4, 2024 (see output below)</p> <p>SiyenSaya Activity in Collaboration With (CFMS) College of Fisheries Marine Sciences Theme: Kapuluan, Kabuluhan, Kaunlaran (see output below)</p>	50%	



Projects (results of the Writeshop, Strat plan, futures thinking and CME Research Writeshop) - Number of research proposals prepared and submitted to the research committee

March 12,2024





3/E MARY ROSE DE LA CRUZ

- The Filipina Seafarer: Surviving a man-centered world.



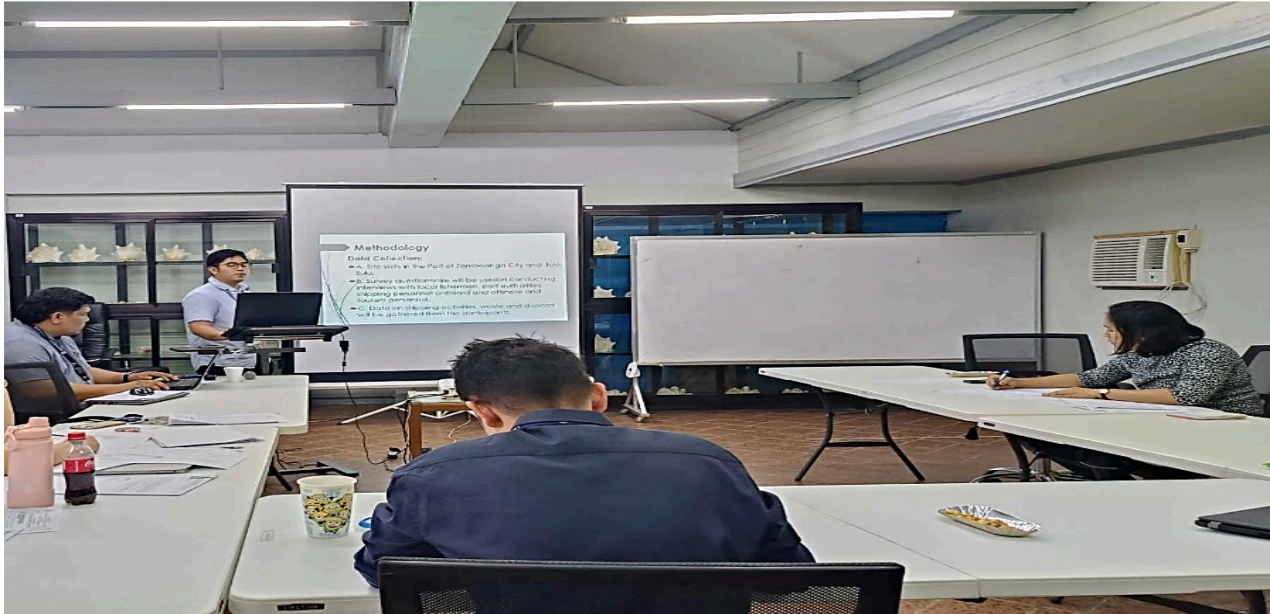
2/M RISIL YBERA

- Investigating Maritime Transport Safety Selected Domestic Philippine-Based Ships



3/E IVAN P. MARTINEZ

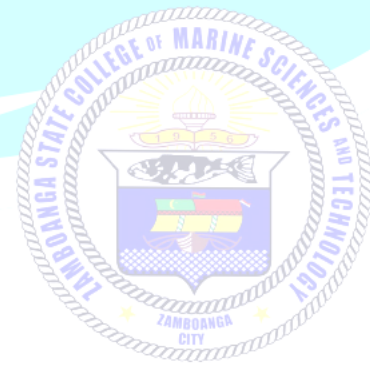
- Assessing and Mitigating Marine Pollution within Zamboanga City and Jolo, Sulu: A Comprehensive Study



2/M MORRIS BANUA

- Blue Horizons: A Comprehensive Exploration into Maritime Pollution within the Port of Zamboanga City

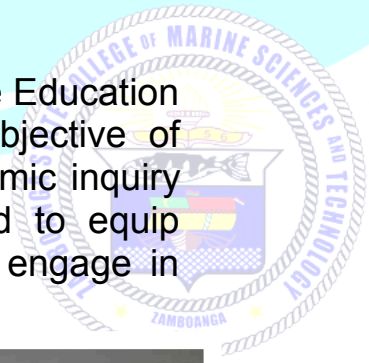




Research Seminar Writeshop for CME February 15-16,2024



The Research Seminar Writeshop for the College of Maritime Education took place on February 15-16, 2024, with the primary objective of enhancing research skills and promoting a culture of academic inquiry within the maritime community. This two-day event aimed to equip faculty members, researchers with the tools necessary to engage in impactful research relevant to the maritime industry.



Morning Session:

The seminar commenced with a warm welcome by the College Dean, emphasizing the significance of research in shaping the future of maritime education. Eminent speakers from our Vice President for Research, innovation and Extension shared their insights on emerging trends, challenges, and opportunities in the field. The atmosphere was charged with enthusiasm as participants explored the dynamic landscape of maritime research.

Workshops during the morning session were designed to bolster participants' skills in research design, literature review, and identifying research gaps specific to maritime education. The interactive sessions encouraged lively discussions, fostering a collaborative spirit among attendees.

Afternoon Session:

After a nourishing lunch, the focus shifted to practical applications. Participants engaged in hands-on activities, working on sample research proposals and receiving valuable feedback from experienced mentors. The day concluded with a networking session, providing an opportunity for participants to connect and share ideas.



Morning Session:

Day 2 commenced with a recap of the previous day's activities and an inspiring address from Speakers. The morning sessions were dedicated to refining research methodologies and data analysis techniques relevant to maritime studies. Participants actively participated in group discussions, exchanging perspectives and experiences.

Afternoon Session:

The afternoon was dedicated to a writeshop, allowing participants to work on their research manuscripts under the guidance of seasoned researchers and educators. The one-on-one consultations facilitated a personalized approach, addressing individual challenges and refining research outputs.

The Research Seminar Writeshop for the College of Maritime Education concluded with a closing ceremony, where participants received certificates of participation. The event proved to be a resounding success, fostering a sense of empowerment and enthusiasm for research within the maritime academic community. The knowledge gained and networks established during the seminar are expected to contribute to the development of innovative solutions and advancements in maritime education.

As participants left the seminar with newfound skills and inspiration, the event's impact on the College of Maritime Education's research culture

was evident. The success of the seminar underscores the commitment of the college to academic excellence and the continuous improvement of maritime education through research and inquiry.



The Output Research Seminar Writeshop for CME

RISK D. YBERA - PSM T

Concept Title	What is the Independent Variable/s?	What is the Dependent Variables/s	How are they related? Mechanism/Relation?
The Impact of Effective Performance Management on Employee Engagement and Organizational Performance	*Implementation of Performance Management Systems * Leadership Style and Support * Training and Development Initiatives	Employee Retention	Social fit has stronger effects on overall job performance than employee retention
The Role and Impact of Skills-Based Certification Programs in Enhancing Workforce Competency and Productivity	*Participation in Certification Programs * Availability of Training Resources	Participation in Certification Programs	It gained life-essential skills, including career-based, health-related, and emergency skills, through undergoing rigorous training programs.
Strategies for Hazard Mitigation and Employee Well-being	*Implementation of Hazard Mitigation Strategies	*Employee Health and Safety Incidents	The stakeholder management, communication and cooperation are the most important influencing aspects.

Workshop # 2

Van Dute Marfines

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Concept Title	What is the Independent Variable/s?	What is the Dependent variable/s?	How are they related? Mechanism/Relations?
Exploring the challenges to women in traditionally male-dominated roles	Woman seafarer	Experience of woman seafarer during employment and application	Woman seafarer experience difficulties during employment -Kitada, The World of the Seafarer
Investigating best practices and innovative strategies for recruiting, retaining, and motivating maritime professionals.	Recruitment strategies, Retention Initiatives, Motivational factors, Innovative Practices, training and Development and organizational support.	Employment turnover rate and job satisfaction levels.	It is imperative that a proper and thorough understanding of the possible militating factors is gained to provide evidence-based support/input for any resilience models targeted at producing a highly skilled workforce for the maritime transportation sector. -Cesear, Emerging Dynamics of training, Recruiting and Retaining a Sustainable Maritime Workforce: a skill Resilience Framework
Identifying the reasons why seafarers stops boarding a vessel	Reasons	Seafarer Turnover Rate	there is an urgent need to improve physical activity and sleep quality among seafarers to reduce negative health outcomes in the seafarer population -IK-Hyun Youn and Jung-Min Lee. Seafarers' Physical Activity and Sleep Patterns: Results from Asia-Pacific Sea Routes

25

AND



Programme

Day 1

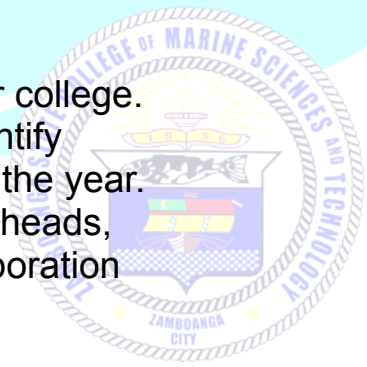
8:00 – 8:15	Registration	Ms. Chiqui, Ms. Honey & Mrs. Altar
8:15 – 8:30	Opening prayers	AVP
8:30 – 8:45	Philippine National Anthem	AVP
8:30 – 8:45	Welcome Remarks	Dr. Rachel D. Lauriaga VP for Academic Affairs
8:45 – 9:00	Inspirational Message	Dr. Jaime G. Jalon College President
9:00 – 9:15	Dean's Presentation	C/E Christalyn DR. Chiong College Dean / BSMar.E Program Adviser
9:15 – 10:00	Target and Goals	C/E Christalyn DR. Chiong College Dean / BSMar.E Program Adviser
9:15 – 10:00	Distribution of task for the CME Strategic Planning and Workshop 2023	C/E Christalyn DR. Chiong College Dean / BSMar.E Program Adviser
10:00 – 10:15	Increase Carrying Capacity, Upgrade CME Equipment and Facilities	Ms. Marife R. Villafranca CME, Faculty
	<i>Sources and Funding</i>	Dr. Alvin C. Reyes VP for Admin and Finance
10:15 – 10:30		COFFEE BREAK
10:30 – 11:30	Research and Extension 2023-2024	Dr. Rufa L. Mendez VP for Research, Innovation and Extension
	Proposal / Suggestion	Prof. Marlon R. Omatang Director, Training and Extension CME Coordinators
11:30 – 12:00	Open Forum	<u>ALL</u>
12:00 – 1:00		L UNCH BREAK
1:00 – 2:00	CME Admission, Retention Policies	Prof. Roderick D. Trio VP for Student Affairs
2:00 – 2:30	Open Forum	Ms. Ma. Visitacion Emmanuel CME, Guidance Counselor
2:30 – 3:15	Syllabi and Curriculum	Prof. Lorena G. Tan CME, Curriculum Head
3:15 – 3:45		Prof. Alinasser A. Yusop Educational Specialist
3:45 – 4:30	Open Forum	COFFEE BREAK
4:30 – 6:00	Meppfi Officers Presentation Activities and	Ms. Georgetita B. Saberon MEPPFI, President
6:00 – 7:00		MEPPFI Officers
	DINNER	
	Ms. Marife R. Villafranca Emcee	

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The Mid-Year Strategic Planning and Workshop held from



September 25 to 27, 2023, proved to be a pivotal event for our college. The purpose of the workshop was to assess our progress, identify challenges, and refine our strategic goals for the remainder of the year. The gathering brought together key stakeholders, department heads, and external consultants in an atmosphere conducive to collaboration and innovation.



Day 1:



The opening day commenced with a comprehensive review of the CME college performance against the goals set earlier in the year. Through engaging presentations and interactive discussions, participants gained insights into both achievements and areas needing improvement.

External speakers shared tips and guide for research and extension 2023-2024

proposal and suggestion, providing a broader perspective on the current business environment.

- Distribution Task for the CME Strategic planning and Workshop 2023
- Increase carrying capacity, Upgrade CME Equipment and Facilities
- Tips and guide for research and extension 2023-2024
- CME Admission, Retention Policies
- Syllabi and Curriculum
- Meppfi officers and Presentation of Activities



Day 2: Reflecting on Progress
 The second day focused on evaluating the achievements and challenges encountered in the first half of 2023. Departmental heads presented comprehensive reports highlighting milestones, project updates, and deviations from the initial plan. The discussions were candid and encouraged open dialogue, enabling teams to share insights and lessons learned. A SWOT

analysis provided a holistic view, identifying strengths to leverage, weaknesses to address, opportunities to seize, and threats to mitigate

- College/ Objectives
- Presentation of suggested the inputs of CME strategic planning 2023
- Output proposal for Research and Extension 2020-2024
- Syllabus Workshop template and instruction
- Distribution of subject base on curriculum JCMC 2022 and 2023 (with Catch up plan)

Day 3: Crafting the Roadmap Ahead

The final day was dedicated to formulating actionable roadmap for remainder of 2023. Breakout sessions and workshops allowed teams to collaborate on refining objectives, setting measurable targets, and allocating resources effectively. emphasis was on aligning individual departmental goals with the overarching organizational strategy.



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- Polishing and checking of outputs
- Printing and submission of output

After the Mid-Year Strategic Planning, the Dean issued a memorandum encouraging the faculty of the College of Maritime Education (CME) to actively participate in the development and submission of proposals. This initiative aims to engage faculty members in creating innovative projects aligned with the institution's strategic goals.



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND
TECHNOLOGY
Fort Pilar, Zamboanga City



OFFICE OF THE COLLEGE OF MARITIME EDUCATION

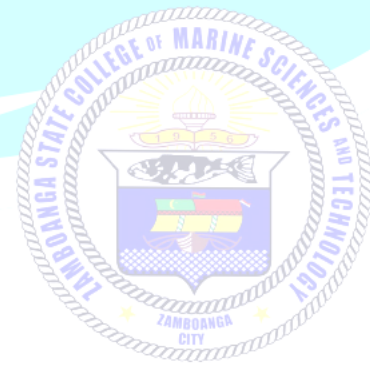
CME UNNUMBERED MEMORANDUM
Series of 2023

To: All CME Faculty

Subject: Faculty Meeting on Research Proposal Development and Submission

From: C/E  DR. Chiong – College Dean

Date: September 29, 2023

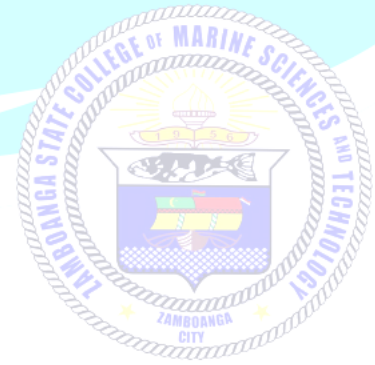


Writeshop on crafting effective research proposal incorporating future thinking November 13-15,2023

Day1

One of the highlights of the Write Shop was the spirit of collaboration that permeated the air. Participants engaged in peer review sessions, offering constructive feedback and insights. This collaborative exchange not only enhanced the quality of individual proposals but also fostered a sense of community among researchers, united by a shared commitment to advancing their fields through future-oriented thinking.





Day 2

In the latter part of the day, the focus shifted to the art of effective communication. Participants honed their skills in conveying future-oriented research ideas to diverse stakeholders. Through storytelling and visualization techniques, researchers learned to articulate complex future scenarios with clarity, ensuring that their proposals resonated not only with fellow scholars but also with wider



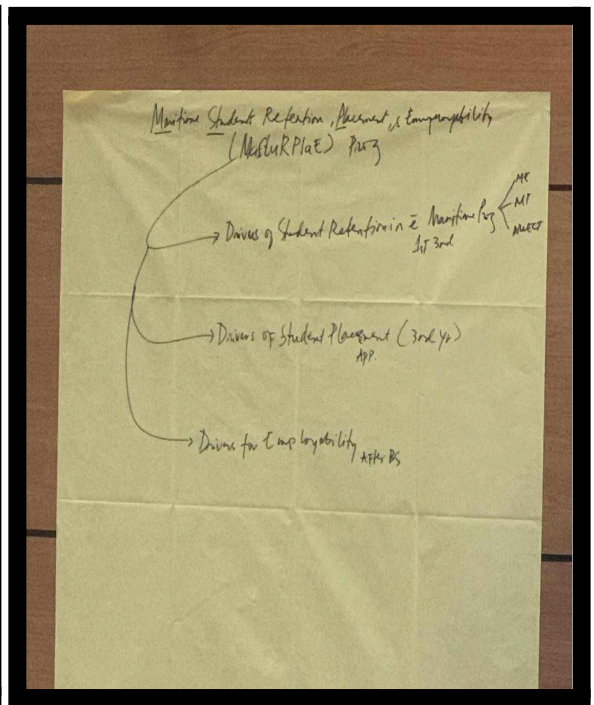
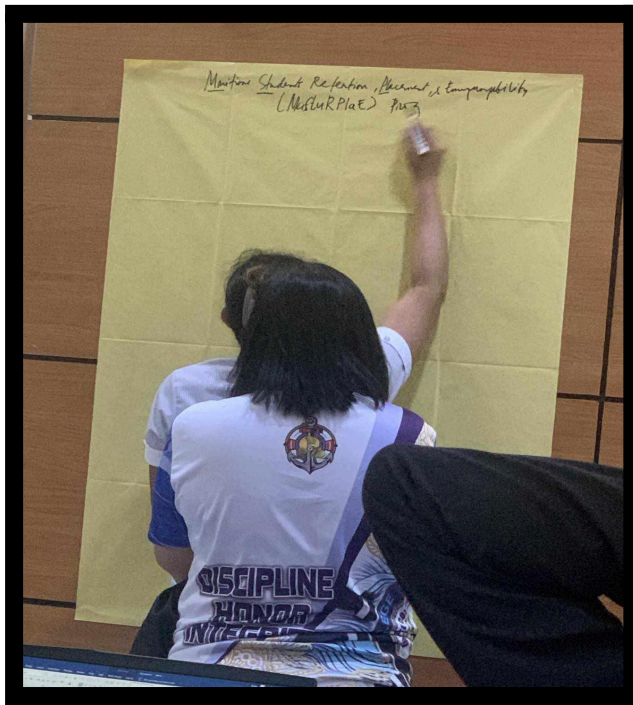
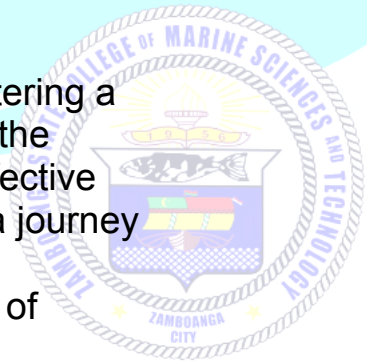
audiences.

Day 3

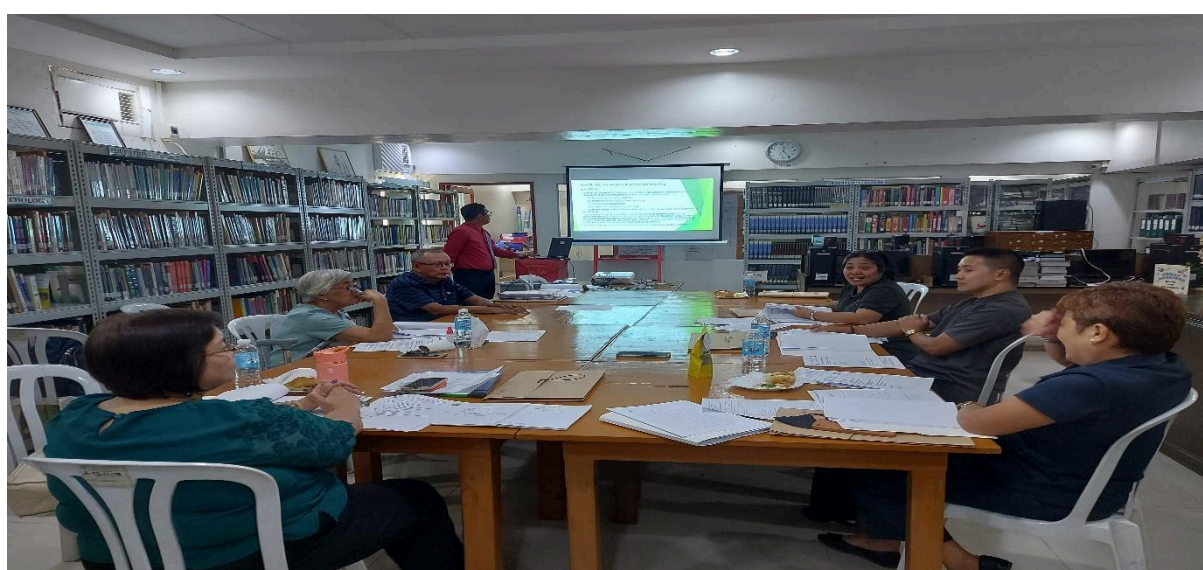
As the day 3 on the Write Shop, participants left with a newfound sense of purpose and a toolkit for crafting research proposals that transcended

the limitations of the present. The event had succeeded in fostering a community of forward-thinking researchers, ready to navigate the uncharted waters of the future. The Write Shop on Crafting Effective Research Proposals Incorporating Future Thinking had been a journey of insight, collaboration, and innovation—a testament to the transformative power of embracing the unknown in the pursuit of knowledge.

[\(return\)](#)



Mandatory Requirement 2:
CME Faculty presenting their research.





ELCIDA ARANAN

Module names:

MODULE ON NAV. 4 (CELESTIAL NAVIGATION 4)

MODULE ON DECK WATCH 2 (DECK WATCH KEEPING WITH BRM)



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Fort Pilar, Zamboanga City
Tel No.: (062) 991-0643 Telefax: (062) 991-0777 website: <http://www.zscmst.edu.ph>

MODULE IN MARINE TRANSPORTATION

DECK WATCH 2

PREPARED BY:
2/M ELCID A. ARANAN
SECOND OFFICER

ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY

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Printed in the Philippines

ISBN _____

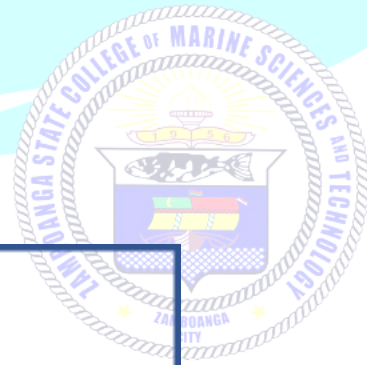
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Course Facilitator: 2/M ELCID A. ARANAN

Contact number: 09753321776

Consultation Hours: 8:00 a.m. -12:00 Noon / 1:00 p.m. – 5:00 p.m.

None: It is important to keep the contact number of your course facilitator for inquiry, communication and monitoring purposes



MARNETTE M. APIT

Module names:

MODULE ON MARCOM (MARITIME COMMUNICATIONS)

MODULE ON NAV 5 (OPERATIONAL USE OF RADAR/ARPA)

Republic of the Philippines
INTELLECTUAL PROPERTY OFFICE OF THE PHILIPPINES
Bureau of Copyright and Related Rights
Taguig City, Philippines

Certificate of Copyright Registration

Certificate No. 2024-01215-A

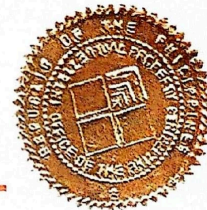
Be it known that on March 15, 2024, **MARNETTE M. APIT** of Zamboanga City, Zamboanga del Sur caused the registration and deposit with the National Library of the Philippines (NLP), through the Intellectual Property Office of the Philippines (IPOP/PHL), of the work with the following specifications:

Title : MODULE ON MARCOM (MARITIME COMMUNICATIONS)
Author (s) : Marnette M. Apit
Class : Class A (Books, pamphlets, articles, e-books, audio books, comics, novels, and other writings)
Creation Date : July 18, 2023
Period of Protection : Lifetime of the author and for fifty (50) years after the author's death.

Registration and deposit is made for the purpose of completing the records of the NLP in accordance with Section 191 of Republic Act No. 8293, the Intellectual Property Code of the Philippines.

Issued on March 19, 2024 in the City of Taguig, Philippines.

ATTY. EMERSON G. CUYO
Director IV
Bureau of Copyright and Related Rights



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INTELLECTUAL PROPERTY OFFICE OF THE PHILIPPINES
Bureau of Copyright and Related Rights
Taguig City, Philippines

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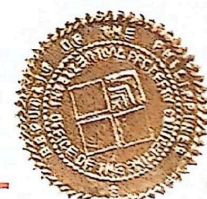
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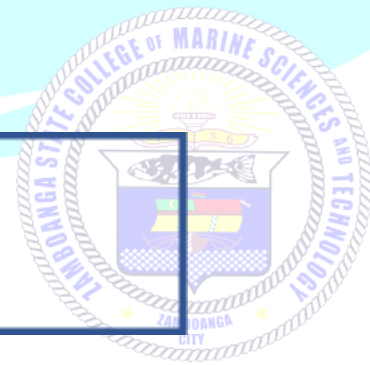
Title : MODULE ON NAV 5 (OPERATIONAL USE OF RADAR/ ARPA)
Author (s) : Marnette M. Apit
Class : Class A (Books, pamphlets, articles, e-books, audio books, comics, novels, and other writings)
Creation Date : July 18, 2023
Period of Protection : Lifetime of the author and for fifty (50) years after the author's death.

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Bureau of Copyright and Related Rights

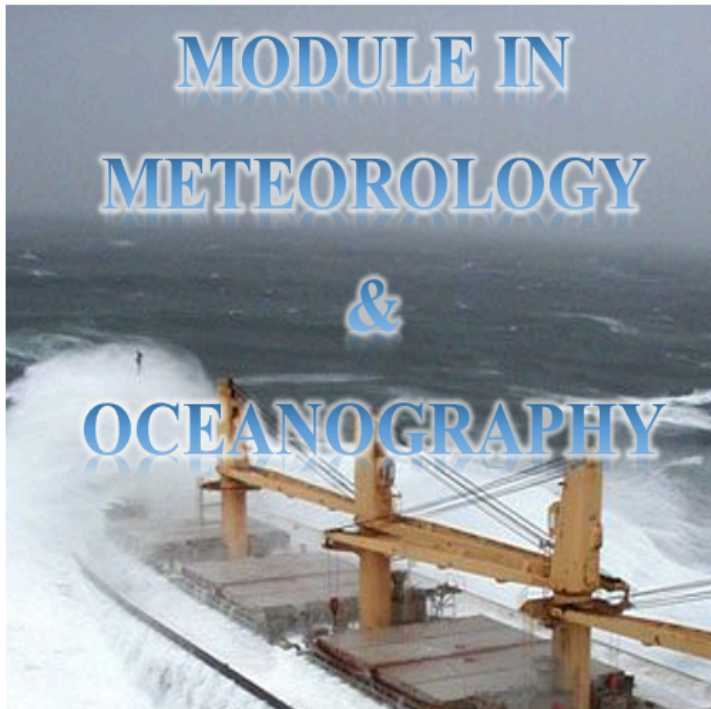




EDWIN R. NARCA

Module names:

MODULE ON MET-O (METEOROLOGY & OCEANOGRAPHY)



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
 Fort Pilar, Zamboanga City
MODULE IN MET-O
MET-O METEOROLOGY AND OCEANOGRAPHY

PREPARED BY:
 2/M EDWIN R. NARCA

Course Facilitator: [EDWIN R NARCA](#)
 Contact number: [09615153956](tel:09615153956)
 Email: narczed32@gmail.com

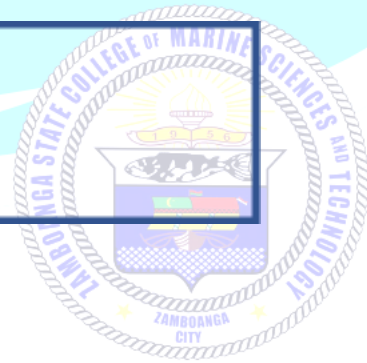
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Capt. Edmundo P. Laurente

Module names:

MODULE ON NAV. 7 – (VOYAGE PLANNING)



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
Fort Pilar, Zamboanga City
Tel No: (062) 991-0643 Telefax (062) 991-0777 website: <http://www.zscmat.edu.ph>



VOYAGE PLANNING

Prepared by:

Capt. Edmundo P. Laurente



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
Fort Pilar, Zamboanga City
Tel No.: (062) 991-0643 Telefax: (062) 991-0777 website: <http://www.zscmat.edu.ph>



COLLEGE OF MARITIME EDUCATION
Bachelor of Science in Marine Transportation
(BSMT)

LEARNING MODULE

IN

NAV 7

Prepared by

Capt. Edmundo P. Laurente
Instructor I



[\(Return\)](#)

Mandatory Requirement 4:

Policies and Guidelines on Intellectual Property Rights of the Zamboanga State College of Marine Sciences and Technology.
Board Resolution No. 06, s. 2012



POLICIES AND GUIDELINES ON INTELLECTUAL PROPERTY RIGHTS OF THE ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY

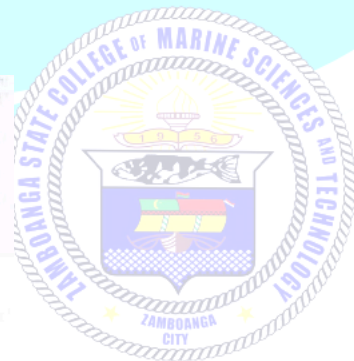
**FORT PILAR, ZAMBOANGA CITY
PHILIPPINES
7000**

VISION STATEMENT

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.

MISSION STATEMENT

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



Excerpts from the minutes of the 97th Regular Meeting of the Board of Trustees, Zamboanga State College of Marine Sciences and Technology held at the Holiday Plaza Hotel, Cebu City, February 22, 2012, 9:00AM

Upon motion duly made, seconded, and unanimously carried, this resolution was adopted by the Zamboanga State College of Marine Sciences and Technology Board of Trustees, thus

BOARD RESOLUTION NO. 06, s. 2012

RESOLVE AS IT IS HEREBY RESOLVED to approve the Policies and Guidelines on the Intellectual Property Rights (IPR) of the Zamboanga State College of Marine Sciences and Technology subject to corrections made by the Board.

RESOLVED FURTHER that the policies and guidelines be periodically reviewed and updated.

APPROVED

NONA S. RICAFORT, Ph.D.
CHED Commissioner
Chairperson, ZSCMST BOT
Presiding Officer

MILAYEL D. NAZARIO, Ed.D.
College President
Vice-Chair

EDGARDO J. ANGARA
Chairman, Senate Committee on
Education, Arts and Culture
Member

JUAN EDGARDO M. ANGARA
Chairman, Congressional Committee on Higher
and Technical Education
Member

ARTURO G. VALERO
Regional Director, NEDA-IX
Member

BRENDA L. NAZARETH-MANZANO
Regional Director, DOST-IX
Member

CELSO E. PRESA
Private Sector Representative
Member

AMIR RASCHID A. ALUK, Al-Haj.
President, ZSCMST Faculty Club
Member

ATTY ARSENIO L. GONZALES, JR
Private Sector Representative
Member

MARTIN A. WEE
President, ZSCMST Alumni Association
Member

GUALBERTO A. LANTAYA
President, Supreme Student Council
Member

ZAMBOANGA STATE COLLEGE OF MARINE
SCIENCES AND TECHNOLOGY
DEPT. OF MARINE SCIENCES AND TECHNOLOGY
Port Pilar, Zamboanga City
CERTIFIED TRUE COPY



Excerpts from the minutes of the 97th Regular Meeting of the Board of Trustees, Zamboanga State College of Marine Sciences and Technology held at the Holiday Plaza Hotel, Cebu City, February 22, 2012, 9:00AM

Upon motion duly made, seconded, and unanimously carried, this resolution was adopted by the Zamboanga State College of Marine Sciences and Technology Board of Trustees, thus

BOARD RESOLUTION NO. 06, s. 2012

RESOLVE AS IT IS HEREBY RESOLVED to approve the Policies and Guidelines on the Intellectual Property Rights (IPR) of the Zamboanga State College of Marine Sciences and Technology subject to corrections made by the Board.

RESOLVED FURTHER that the policies and guidelines be periodically reviewed and updated.

APPROVED

[Signature]
NONA S. RICAFORT, Ph.D.
 CHED Commissioner
 Chairperson, ZSCMST BOT
 Presiding Officer

[Signature]
MILAVEL D. NAZARIO, Ed.D.
 College President
 Vice-Chair

EDGARDO J. ANGARA
 Chairman, Senate Committee on Education, Arts and Culture
 Member

JUAN EDGARDO M. ANGARA
 Chairman, Congressional Committee on Higher and Technical Education
 Member

ARTURO G. VALERO
 Regional Director, NEDA-IX
 Member

[Signature]
BRENDA L. NAZARETH-MANZANO
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[Signature]
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 Member

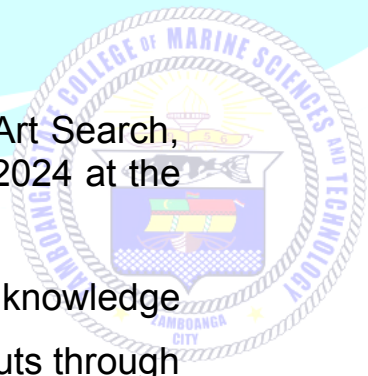
[Signature]
GUALBERTO A. LANTAYA
 President, Supreme Student Council
 Member

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 Fort Pilar, Zamboanga City
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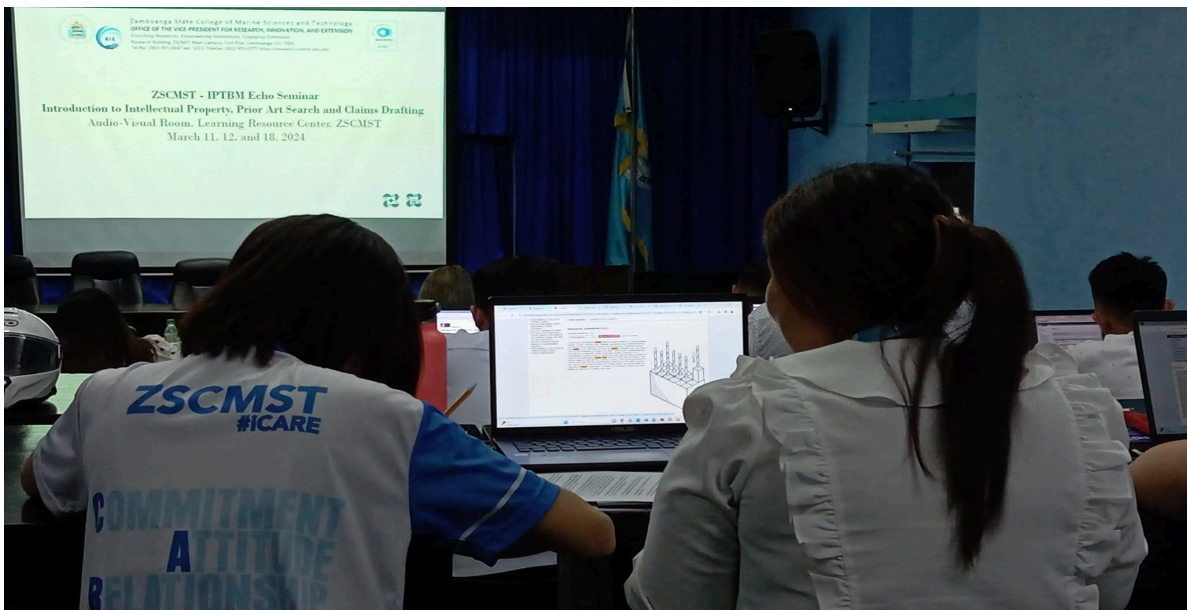
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[\(return\)](#)



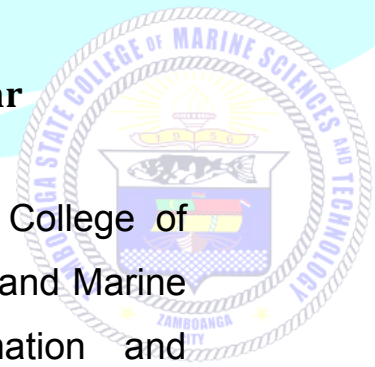
IPTBM Echo Seminar: Introduction to Intellectual Property, Prior Art Search, and Claims Drafting was conducted on March 11 to 12 and 18, 2024 at the ZSCMST Audio Visual Room.

IPTBM Echo Seminar: The seminar empowers faculty with knowledge and skills to identify, protect, and leverage their research outputs through UMs. This encourages a proactive approach to innovation, ultimately increasing the number of UM applications and fostering a culture of applied research and IP protection within the institution.



Technology Promotion Mentorship Series Echo Seminar September 3-4, 2024

Participants from the College of Maritime Education, the College of Management and Technology, and the College of Fisheries and Marine Sciences, as well as staff from the Public Information and Communications Office, were trained to enhance their communication skills to persuasively deliver their pitch to their target market.



 Zscmst IPTBM

 tic_iptbm@zscmst.edu.ph

SiyenSaya

(CME) College of Maritime Education

(CFMS) College of Fisheries Marine Sciences



In a vibrant convergence of maritime expertise and ecological advocacy, the College of Maritime Education (CME) is thrilled to announce an innovative collaboration with the College of Fisheries Marine Sciences (CFMS) for an inspiring SiyenSaya activity. Embracing the resonant theme of "Kapuluhan, Kabuluhan, Kaunlaran," this collaborative endeavor is designed to ignite a passion for research and exploration among students while fostering a deeper understanding of the interconnectedness between maritime environments and community prosperity.





celebrates
**Maritime & Archipelagic
Nations Month**

Theme: "Kapuluan, Kabuluhan, Kaunlaran"



60th Fish Conservation Week
Masaganang Pangisdaan, Masunod na Ekonomiya
September 18-22

- | | |
|----------------|--|
| Sept 18
MON | BFAR's Slogan and Poster Making Contest |
| Sept 19
TUE | BFAR's Fish N Learn & Teach In |
| Sept 20
WED | FisHeArt (Art N Fisheries) RIE Gyotaku Fish Painting, Infograph Making and TechTalks |
| Sept 21
THU | FishTa (Skills Showcase) CFMS Program Products Research Proposal Help Desk |
| Sept 22
FRI | FishFun RIE Center Showcase and Contests (CRMC, FPRC, & FRC) |
| Sept 23
SAT | Coastal Clean-Up TechTalks (BFAR) |



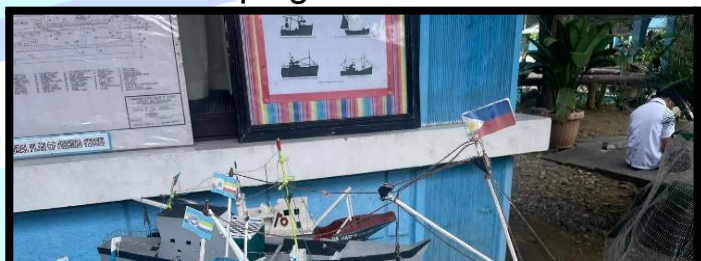
24th National Maritime Week
September 23-31

- | | |
|----------------|---|
| Sept 23
SAT | Coastal Clean-Up Kick Off Talk (MARINA) |
| Sept 24
SUN | MaLusog (Marinong Malusog) Sports Fest |
| Sept 25
MON | MarSay 1 (Marinong Mahusay) Quiz Bowl and Skills Competition Film Viewing |
| Sept 26
TUE | MarSay 2 (Marinong Mahusay) Slogan and Poster Making Contest Drills and Mock Exercises |
| Sept 27
WED | MarUnong (Marinong Madunong) Maritime Technology Talks Lab Tours |
| Sept 28
THU | MaLamang (Marinong may Lamang) Boat Building, Model Ship Racing, Engine assembly and Diagnostics Prototype Exhibits and Info Booths |

**ZSCMST's Marine and Maritime Research:
Embracing our Mandate and Serving our Call in the Region**
September 29, Friday

Fun Run, Awarding, and Closing Program
September 30, Saturday

"Kapuluan, Kabuluhan, Kaunlaran" serves as a poignant reminder of the intrinsic link between our island



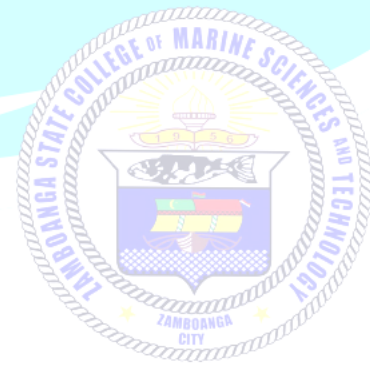
nation's natural abundance, socio-economic progress, and ecological resilience. Through a series of engaging activities and thought-provoking discussions, we seek to unravel the complexities of this theme and empower students to become catalysts for positive change in their communities.



At the heart of our collaboration lies a shared commitment to nurturing a culture of inquiry and academic excellence among students. Through mentorship programs, research symposiums, and hands-on fieldwork opportunities, CME and CFMS will provide students with the tools and resources they need to embark on meaningful research projects that address pressing issues facing our coastal ecosystems

As we embark on this collaborative journey of discovery and empowerment, the College of Maritime Education and the College of Fisheries Marine Sciences invite students to join us in embracing the spirit of "Kapuluan, Kabuluhan, Kaunlaran." Together, let us chart a course towards a future where research excellence and community prosperity go hand in hand, guiding us towards a brighter and more sustainable tomorrow.





RESEARCH INCENTIVES

At Zamboanga State College of Marine Sciences and Technology (ZSCMST), recognizing and incentivizing research excellence is paramount to fostering a vibrant culture of innovation and scholarly inquiry. This report outlines the researcher incentives implemented by ZSCMST to support and motivate faculty members and researchers in their pursuit of academic and research endeavors.



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Fort Pilar, Zamboanga City

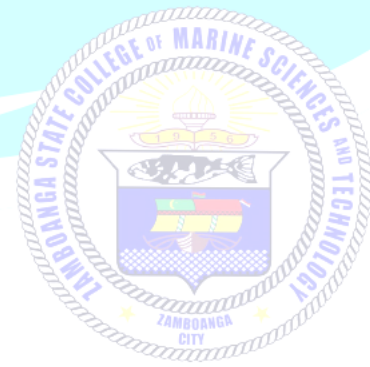
Excerpts from the minutes of the 87th Regular Meeting of the Board of Trustees, Zamboanga State College of Marine Sciences and Technology held at the Board Room, Zamboanga City State Polytechnic College, Zamboanga City, September 23, 2009, 8:00AM

XI. Incentives for the Promotion of Research and Extension Activities

The need to develop a strong research culture in the Zamboanga State College of Marine Sciences and Technology calls for the provision of incentives that would encourage the College faculty and employees to be actively involved in research activities. An employee of the College who is authorized to conduct a research project/study may be receive and enjoy the following remunerations and benefits:

11.1 Honoraria

The College shall adopt the Scheme of Honoraria of the Department of



A faculty member of the College involved in the conduct of an approved research project shall enjoy a de-loading of a six-unit teaching load for a projector study of one (1) year duration. The reduced teaching load for those involved in projects with less than one (1) year duration shall be computed proportionately based on the optimum de-loaded units for a one-year research project or study.

1. A Research budget of 10% from ZSCMST income and 10% from GAA shall be allocated for purposes of research projects and shall be the ZSCMST Research Budget Account.
2. Administrative Costs of not more than 15% of the total budgetary requirements of a research project shall be allocated per research project chargeable to the research budget allocations from 10% of the ZSCMST income and/or 10% from GAA to cover honoraria for research



staff, assistants, consultant, and other directly involved research personnel subject to the approval of the ZSCMST President.

3. 3., 4., and 5 on cash incentives for research papers presented or published in (a) in-house forum proceedings of in-house forum, reviews, and other research gatherings =P2,000.00 (b) national research forum =P20,000.00 and (c) international refereed journals or research forum =P30,000.00.

6. In recognition of perceived exemplary and commendable research efforts,

boosting and catapulting the image, integrity, and placing ZSCMST in the national or international research roadmap, each Program Leader/Project Leader who is the author of the research project(s) and who received funding for research project(s) from line agencies (DOST, PCAMRD, NEDA, DA, CHED, BAR, ETC.) or LGUs or NGOs or foreign assisted or grants-in-aid (JICA, CIDA, USAID, ETC.) shall be given a plaque or recognition, a trophy and cash incentive of Pp 10,000.00 whose approved total research budget is equal to or greater than one million and five hundred thousand pesos (\geq Pp 1,500,000.00).

7. A cash incentive of Pp 10,000.00 for a published research paper cited in another research paper in a refereed national or international journal which can be availed only once or one time only per research paper.

8. To defray expenses for the above-stipulated cash incentives, benefits, awards, and rewards in the conduct of research projects/activities/works, a budgetary allocation of 10% from the ZSCMST INCOME shall be set aside and allocated for this purpose.

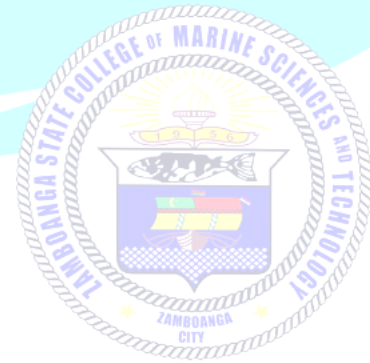
Ref.: Research Manual

Also, Under ZSCMST Faculty Manual stated at Chapter 2. "General Policies, Procedures and Guidelines", .4 "Faculty Work Load".

2.4.1.1 Regular Actual Teaching Load

1. Faculty members with permanent or temporary status but has no quasi-functions	21 hours actual teaching
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2.4.1.1.3B stated that The Faculty conducting approved institution/grant-aids researches/ extension works.



B. Faculty conducting approved institution/grant-aids researches/ extension works

Program Leader II	12 hrs/week
Project Leader	15 hrs/week
Researcher	

De-loading Faculty Class Program

Republic of the Philippines ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY Fort Pilar, Zamboanga City						
COLLEGE OF MARITIME EDUCATION Bachelor of Science in Marine Transportation FACULTY CLASS PROGRAM						
NAME: <u>2/M MORRIS A. BANUA (TEMPO)</u>		SEMESTER: <u>SECOND</u>		S.Y: <u>2024-2025</u>		
TIME	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
7:00 - 8:00						
8:00 - 9:00				MET-O BSMT 1-B NAV. 202		
9:00 - 10:00				MET-O BSMT 1-B NAV. 202	MET-O BSMT 1-A NAV. 202	
10:00 - 11:00	NAV 4 BSMT 2-F SEAM LAB B.R	NAV 4 BSMT 2-F SEAM LAB B.R	MET-O BSMT 1-A NAV. 202		MET-O BSMT 1-A NAV. 202	
11:00 - 12:00	NAV 4 BSMT 2-F SEAM LAB B.R	NAV 4 BSMT 2-F SEAM LAB B.R	MET-O BSMT 1-A NAV. 202		MET-O BSMT 1-A NAV. 202	
12:00 - 1:00						
1:00 - 2:00		MET-O BSMT 1-B NAV. 202			SEAM 4 BSMT 2-D NAV 102	
2:00 - 3:00		MET-O BSMT 1-B NAV. 202			SEAM 4 BSMT 2-D NAV 102	
3:00 - 4:00		MET-O BSMT 1-B NAV. 202			SEAM 4 BSMT 2-D NAV 102	
4:00 - 5:00				NAV 4 BSMT 2-F SEAM LAB B.R		
5:00 - 6:00						