

MSU – SULU

KISSA JOURNAL



Volume 4

Number 1

January-December 2023

Hannbal H. Bara

Fundamentals of Moral Governance
for Public Service

Rafaída S. Salapuddin

Integrating Cultural Values to
Educational Management

Muammar S. Sakili

Relevance of Islamic Concept of
Moralties to Human Development

Hasanul Basariy B. Alam

*Islamic Economic Approach to Sulu
Development*

Albashir K. Abduhasad

*Reinventing the MSU-Sulu College of
Firsheries*

**Hannbal H. Bara
Al-Rashir C. Kulani**

*Sara Adat: The Tausug Standards of
Good Governance*

Muammar S. Sakili

*Understanding Language Philosophy
of the Bahasa Sinug*

Jul-Asri A. Hadjibun

BOOK REVIEW

REINVENTING THE MSU-SULU COLLEGE OF FISHERIES

By Albasir K. Abduhasad

Mindanao State University-Sulu

I. Introduction

University exists in order to provide knowledge and direction to the society. It is actually the basic organ of the society. Located in the island province of the Philippines, the main challenge of the Mindanao State University-Sulu is to participate in the promotion of the blue economy and the preservation of the marine resources of the Sulu Sea being the living habitat of more than five thousand fish species. This ocean area has been the fishing ground of the giant fishing companies whose operation created adverse impact on the sea environment and affected the livelihood of the local people.

This paper believes that the MSU-Sulu College of Fisheries plays important role in the development of blue economy like fishery programs to respond to the issue on sustainability of the Sulu Sea as source of livelihood and fishery supply to the whole country. The objective of this paper is to capacitate the College of Fisheries as leading entity to actively participate in the management of marine resources in the whole Sulu archipelago. Focus group discussion and community immersion are the primary research instruments used in this study.

II. Strengthening Institutional Functions

Faculty members are the most important asset in the overall functions of the College. They should be cognizant with the structural analysis of the College focusing on the four aspects of structural analysis such as the components of the organization, relationship, effects and goals. Formulation of the vision, missions, goals and strategies is very important. No organization can succeed in attaining its goals if the members are not acquainted with the purpose of which the organization is established. The faculty members of the College must reflect on the past performance, the current plan and operation, and the future to where the organization is going to.

a. Students Performance

The performance of the students at the College can be assessed in three areas: level of motivation, exposure to field work, and the level of mastery of the fishery science. For the last three years there are at least three students passed the licensure examination. This fact is an indicator that the competence and motivation of the students is likely low. A random interview was conducted among the alumni of the College about their plan. Most of them answered that they have no idea on how they can make use of their degrees in relation to employment.

b. Faculty Performance

All faculty members have undergone special trainings on marine science, aquaculture, and inland fisheries. They are also exposed to different seminars in marine science and environmental preservation. With their experience, they tried and continue to transfer their knowledge to the students through classroom instruction and experiment. They had conducted series of training on sardine production and inland fisheries. The success however, is limited to the limited inputs that the college can afford to source out. There is no actual budget intended for project and experiment. Past activities were all initiated by the faculty members in coordination with other agencies and non-governmental organizations.

d. Management Performance

Past management performance was very much affected by financial constraint and the armed conflict in Sulu. It was also affected by the poor management and leadership of the university which did not pay attention to improvement of facilities of the College. Only recently, the College did put up laboratory building intended for the student's experiment. Faculty development was almost zero. Only one faculty member who finished doctoral program on marine science; the rest had only taken social sciences on their own initiatives mostly in the local school. And practically the last five years there has been no training extended to the faculty members.

The College, however, has started to engage in research and extension in collaboration with other agencies. It has succeeded in conducting the project rural assessment of selected municipalities in Sulu and Basilan. It has also succeeded in the study of *dilis* as potential for commercial production. Sustainability of research activities is still a challenge. The factor is either due to no budget or the incapability of the faculty members to conduct high level research. The College itself has no budget for research. Allocation and disbursement of financial resources of the university is highly centralized. The top management cannot afford to grant financial support for the College.

The vision of the College of Fisheries is to become center of excellence in the field of marine science. With this vision the College has been working hard to prepare its students to become competent technical experts and qualified professionals.

The FGD participants led by the dean of the college had identified 16 goals, but after thorough evaluation the participants agreed to give priority to five target goals which the college is set to achieve for the next five years. All of them agreed that target goals provide direction to the college. They also argued the need to take strong commitment, cooperation from each faculty member on the attainment of the college's goals. But, most importantly the organization must ensure to ride on a popular decision and effective implementation. These target goals are as follows:

1. Provide quality education for the students in the field of marine science. This is the issue of the time in which most professionals and the students have not fully understood the meaning of quality education. There are five concepts embracing quality education:
First, the college must do its best to improve the performance of the students in English, math and science. This means extra-works must be done like holding remedial class, special class, regular training or seminar designed to enhance the ability of the students. The second concept is focusing on the capacity of the college to meet the needs of the society in the field of marine preservation, skills training, and enhancement of local marine products. The third concept refers to the effectiveness of the college to promote values education to the students and the community as a whole. The fourth concept is the ability of the college to play its role in the enhancement of quality of life of the people.
2. Develop facilities and competence in fishery laboratory research as venue for the development of the skills and knowledge of the students.
3. Construct training center focusing on skills transfer to the fishermen. Providing skill training will make the college relevant to the needs of the community. The idea here is to hone the skill of the young people in order to augment local fish production such as dried fish, smoke fish, and preserved or canned sardines. This is one way to improve the income of the fishermen.
4. Strengthen extension service of the College. Since fishery and agriculture are the two leading sectors of the Sulu economy, the college must bring its educational technology to the community so that the people will have direct access to it. The service can focus on skills training, community planning on environmental

preservation and at the same time it can become the window of the school to the community.

5. Establish research center on marine science. The College must prepare and build its capacity in research programs and activities considering the geographic setting of Sulu as island province. It must train experts to collect data on physical aspects of the Sulu Sea from sea current to its oil reserve and marine bio-diversity.
6. Develop the facilities of the college, and be further equipped with modern state of the art training facilities for fish processing.
7. Improve the expertise of the faculty members in aqua-culture (inland fisheries), fish processing, and fish capture or marine fisheries.

On Management

The basic goal of the management reform is to strengthen its capacity to run the college and to implement and supervise the staff personnel. The dean must understand clearly the goals of the college and knows how to achieve it. He must be acquainted with the formulation of strategic planning like setting target goals, identifying strategies, programs and activities, and knows how to assign or delegate tasks to subordinates. The dean together with the staff and faculty members must know how to apply the SWOT analysis as basis for planning formulation.

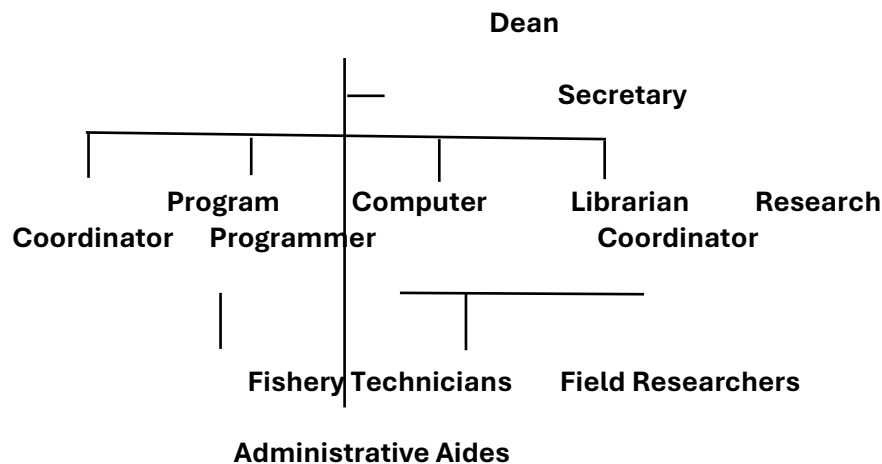
SWOT analysis is a basic tool to understand the condition of the organization by examining four variables such as Strengths, Weaknesses, Opportunities and Threats. The purpose of SWOT analysis is to enable the planners to draw clear picture about the internal factors of the organization and the external factor as well. Top members of the organization should be involved in the brainstorming.

The first step towards reinventing the institutional functions of the College of Fisheries must start with formalizing the management system of the College in order to promote efficiency and effectiveness in the implementation of its academic programs. The structure of the College must be complete in terms of staff personnel as well as teaching personnel. At present, the college is understaffed. This is the basic reason that keeps the College from fulfilling its academic role in research, extension service, promoting quality graduates particularly in the attainment of excellence in fisheries. To make the College functional and effective, it must expand its structure, bring in competent staff, strengthen the management strategic planning and provide new training for the faculty members. The FGD participants who are all faculty members of the College, have identified at least twelve (12) staff such as the computer programmer, five field researchers, ten fishery technicians, program planner, one librarian and two utility men.

With this listing of needed staff, therefore, management structure should be formally established with clear definition of job functions for each staff. In management, structure is very important because it is the tool to exercise leadership and control over the subordinates. Issuance of order and coordination will flow through the structure from the top down to the bottom. Every staff must have a defined function, duties and responsibilities. All staff members should be properly oriented with their functions, vision of the college, goals and policies. They should be also provided with relevant training to make them capable to perform their functions, to plan, and to implement the programs of the College.

The FGD participants have highly recommended the following Management Structure of the College. They believed that full staffing of the management is the key to make the college functional and moved forward to attain its goals.

Figure 3: Proposed Organizational Chart



Functions, Duties and Responsibilities

Functions of the Dean

1. To manage the day-to-day affairs of the college;
2. To supervise the functions of the staff and the faculty members;
3. To coordinate with other offices of the university and the outside institutions;
4. To spearhead in the formulation, review, and evaluation of the course syllabi;
5. To initiate the review of the curricula of the college;
6. To initiate the conduct of the annual evaluation of the performance of the college; and
7. To write annual report.

Function of the Program Coordinator

1. To plan and formulate schedules of the classes every semester;
2. To advise the students in their academic plans;
3. To assist the dean in the formulation of academic plan;
4. To help the students to choose topics for their thesis writing; and,
5. To write annual report about the performance of his office.

Computer Programmer

1. To establish management information system for the college;
2. To store all the data in the computer system;
3. To provide technical advice on information technology for the students and the faculty members; and,
4. To write annual report about the performance of his office.

Librarian

1. To safeguard the books and other reading materials of the college;
2. To organized the records of the books using the arts of catalogue;
3. To established linkage with other institutions which can help in the procurement of books, journals, and magazines;
4. To manage the day-to-day affairs of the library, and
5. To write annual report about the performance of his office.

Research Coordinator

1. To formulate research plans and programs;

2. To conduct research activities
3. To initiate the publication of research findings;
4. To organize RTD about the research findings; and,
5. To write annual report about the performance of his office.

Field Researchers

1. To gather baseline data on marine resources;
2. To conduct field research; and
3. To write research report.

Fishery Technicians

1. To safeguard the laboratory facilities of the college;
2. To assist the faculty members and the students in the conduct of their experiments;
3. To guide the students in their experimental observation; and,
4. To write annual report about the performance of his office.

Utility Men

1. To maintain the cleanliness of the college
2. To safeguard the properties under their custody.

Identifying management philosophy is part of the reinventing strategy. Based on the FGD, the participants have strongly recommended the full observance of the principle of *shura* or consultative approach to management. To make this *shura* as the management philosophy of the College, the dean and the rest of the subordinates must believe and observe all the principles of *shura*. The Qur'an says: "It is part of the mercy of Allah that you deal gently with them. Had you been severe or harsh-hearted, they would have broken away from you: so, pass over (their faults), and ask (Allah's) forgiveness for them; and consult them in affairs (of moment). Then when you have taken a decision, put your trust in Allah. For Allah loves those who put their trust (in Him)." (Qur'an, 3:159) In his book, Dr. Hannibal H. Bara has provided criteria in the conduct of *shura*:

- Telling the truth and avoiding dispute
- Providing appropriate method where everyone can air his opinion
- Full freedom to speak without fear or intimidation
- Providing correct information about the real state of the organization

On Instruction

Strengthening instruction means to capacitate the faculty members with necessary training on teaching method and strategy, formulation of course syllabus for each subject, the application of education technology like power point presentation, projector, laptop computer, and production of handouts for each subject. Textbooks for each major subject must have at least ten copies, 50 copies for basic subjects, 10 copies for minor subjects, and 10 copies for electives.

Senior faculty members who are active in research must be allowed to have two research assistants.

Purchase of new books, subscription of scientific journals, and establishment of the college journal focusing on marine science.

The College must initiate review and assessment of the current curriculum as basis for adoption of relevant curriculum responsive to the needs of the people of Sulu. It must also identify facilities and instructional materials relevant to teaching. Quality inputs in teaching are fundamental to reinventing strategy. It is also part of the strategy to identify trainings applicable to the faculty members.

Considering the geographic position of Sulu as island province, subject on CRM should be integrated into the curriculum. This subject is very relevant to the protection and preservation of coastal areas of Sulu. Effort to tap the support of the municipal governments is very much recommended. For instance, each municipality has to provide scholarship program for five students per municipality per year.

The College must also establish short course program on sardine production and fish drying. It must conduct community activity as an opportunity to provide relevant technical service to the local people.

Special committee must be created to review and update the whole course syllabi of the college. It must also supervise the production of hands out for each subject. Hands out has to be designed to familiarize the students with basic concepts of marine fisheries and to make them develop working knowledge of their specialization. The contents of the hands out should at least cover the subject matters reflected in the syllabus.

The College must purchase multi-media gadgets for strengthening instruction. All faculty members should be given training on computer literacy and other relevant computer programs.

There must be remedial class on English and math conducted to all freshmen students. The focus of the English class is more on grammar like sentence construction, reading comprehension and developing their skills in writing.

Capacity Building Program.

Preparing a research program and conducting field research is a part of the functions of the college dean. The dean should formulate a capability program designed to improve the research skills of the faculty members. Foremost the training workshop should focus on research techniques and writing report. Research techniques include developing skills on identifying research problems, data gathering, data analysis and the use of research instruments such as statistics, questionnaire, and focus group discussion. The writing of report can be made simply. Faculty member should be encouraged to write in Bahasa Sug. What is important the data are processed into an information so that they can be made available to the publics.

Through research any faculty member shall find opportunity to establish linkages with other researchers and institutions. Linkages are the way to funding support and information.

On Research. Strengthening research function is the game today of all academic institutions. Core faculty members must map out areas for research. The emphasis of research is on creation of knowledge that can contribute to improve local productivity and the local economy. Faculty members may write their research report in Bahasa Sug so that more people will benefit from their studies. Technical terms and important terminologies in marine science should be translated into Bahasa Sug.

Basically, the target goals of the research are to establish data bank on marine biodiversity, to conduct relevant researches on marine biodiversity especially on dwindling species, to conduct environmental accounting of the marine resource of Sulu, and to establish protected area as site for research and observation.

On Physical Facilities

The College should undertake general repair or total renovation of its physical facilities from classrooms to comfort rooms in order to create good learning

environment. It should have conference room, college library, faculty center, canteen, dormitory, and other facilities related to fishery experiment.

On Student Performance

Admission policy of the College must be standardized wherein the screening of the students must be done objectively. Personal interview should be part of the admission policy and aims to determine the real interest and motivation of every student. Only students with strong interest in fishery education should be admitted regardless of the result of the written examination. The college should promote the slogan - "Interest in Fisheries, Hope of the Future."

The focus of the student performance should include familiarization of vital concepts and knowledge on fisheries. Students should excel in both practice and theory. They should ensure that they fully grasp the marine science, eco-system, and the social condition of the community. It is within this educational climate that the faculty members will train the students to develop their skills.

III. Conservation of Marine Resources

Part of its reinventing strategy, the College shall transform itself into a research-based institution so that it can play important role in the preservation and conservation of marine resources of Sulu. The idea of research-based institution is that half of its resources from human to financial must be devoted to research activities. Senior faculty members shall engage in research rather than teaching. Selected faculty members will have to undergo research training to make them capable to conduct independent research on marine conservation. These trained faculty members will be the one to run the research arm of the College. They will identify potential research areas and look for financial support. They will write research proposal potential for funding support of the university.

Strategy for Research Development

The immediate action shall focus on capability building program on research skill enhancement and establishment of linkages with local government units and other potential donors. A series of research workshop will be carried out by the College for the faculty members and selected senior students. Notable resource persons from other agencies of government shall be invited for lecture. The expected result of the workshop is to guide participants on how to prepare or write technical report. Towards the end of workshop series each faculty member will learn on how to develop his capacity to conduct an independent research work.

Program Management

The priority projects of the College as part of its commitment to conservation and development of marine resources are to conduct an environmental accounting for the next five years, identify major areas for fish sanctuary, advocate a movement against dynamite fishing, establish strong coordination with other government agencies such as the MAFAR, BFAR, maritime police, local government units, and the security forces of the state, and environmental educational campaign among the people who live along the coastal areas.

To realize the target goals, the College should look for the means in order to come up with the needed facilities such as speedboat, scuba paraphernalia, laboratory equipment, including training for divers, and technicians. What is needed here is to prepare the full-blown development plan or program management that can be used for

soliciting funding from other agencies. The first step to attract financial support is to organize a pledging session with key stakeholders. During the presentation, the College will highlight and dramatize the importance of the program in relation to the vision of protecting the marine resources in Sulu. It is said that the survival of the people will depend on how far the protection to environment is guaranteed.

Without protecting the environment from which the people depend for their livelihood, society will doom to destruction. This sentiment shall be articulated before the people with the hope of calling their support of the College's environmental conservation program. The second step is to organize fund raising activities like "Run for Environmental Conservation", organizing stage show, direct solicitation from private and government agencies.

Today is the right time that Sulu should have established a protected zone for fish sanctuary. The College should spearhead in this initiative. Banking on the environmental conservation program the College will have the ascendancy over other government agencies of which this can be used as an agenda or mandate in convening the stakeholders. Identified stakeholders can be turned into a core-group which will move as partner to the development program. Strong partnership is a prerequisite for a successful protected fish sanctuary. This program is a gigantic endeavor. Every partner should play its role. The most relevant role for the College is to promote advocacy among the students and the people. It has the capability to prepare social network, carryout seminar and educational campaign intended for mass information about the importance of fish sanctuary.

IV. Extension Service on Coastal Resource Management

For the past 40 years, the demographic setting of Sulu has changed due to conflict in which most of the people were driven to coastal areas for safety and livelihood. The influx of people to coastal areas has led to the population congestion in all barangay centers and further dotted the shore line with scattered houses. The effect of this population surge or movement can be seen in the destruction of the mangrove forest, and rampant dynamite fishing activities of the people. Extension program on CRM appears to be an immediate action for the College.

The people living on the coastal areas should be organized and educated on the importance of the environmental preservation. They should be enlisted into the overall advocacy and implementation of the CRM program. With planned program on environmental protection the whole Sulu will grow in the long run and can prevent environmental degradation which mostly the work of the illiterate people whose interest is only their own survival.

At present, the local government units including the MAFAR in Sulu have not yet initiated the implementation of the CRM. As an academic institution, the MSU-Sulu through the College of Fisheries is in the best position to spearhead in the coordination with other agencies and stakeholders in the establishment of the CRM program.

Concept of CRM. Sulu has yet to introduce the concept of coastal resource management. Coastal resource management (CRM) is the current program being promoted by the government in order to protect the three kilometers inland resources from the shoreline, another three kilometers of coastal areas from shoreline towards the sea. it is designed to address tough problems on marine conservation, impact of poverty upon the environment, and impact of flash flood that brings toxic into the sea. CRM is defined as a participatory process of planning, implementing, and monitoring sustainable uses of coastal resources through collective action and sound decision-

making.¹ This concept was developed during the 1992 UN Conference on Environment and Development (UNCED) in Rio de Janeiro, Brazil. The objective of CRM is to promote sustainable development among the people who live along the coast where the utilization of the environment for livelihood is controlled in order to ensure protection of the environment for the benefit of all particularly the future generation. It is said the marine fisheries provide 50% of dietary protein for the nation and up to 70% in rural coastal areas comes from marine products.²

At the local level, the CRM planning process consists of five phases:³

The Five Phase in the CRM Planning Process	
Phase 1	Issue identification and baseline assessment
Phase 2	CRM plan preparation and adoption
Phase 3	Action plan preparation and adoption
Phase 4	Monitoring and evaluation
Phase 5	Information management, education and outreach

Under the law, the key players in coastal management are the local government units, the MAFAR, BFAR, development councils of the local government units, NGOS, and the academic and research institutions. In particular, the LGUs are mandated to implement coastal management. Whereas the role of the national agencies such as the DENR and BFAR is to monitor the coastal management process including to provide technical advice. For the academic and research institutions their role is to undertake baseline assessment, information management and analysis for planning and monitoring. The rest of the institutions are there to participate in the CRM planning. Furthermore, the law has identified specific roles for the academic institutions such as the following:

1. Assist in analyzing information for coastal environmental profiles;
2. Assist in designing and implementing a monitoring program for biophysical, socioeconomic and legal-institutional indicators in CRM for LGU;
3. Assist in integrating existing data and information into ICM plans;
4. Assist in formulating CRM plans and packaging of project proposals;
5. Provide assistance in designing and maintaining a management information system and database for coastal management;
6. Assist in designing coastal management projects for multi-municipal management areas;
7. Assist in training of LGUs and communities, and;
8. Assist in designing IEC and community development program and strategies for LGUs, NGOs and POs.

Based on the FGD, the participants have envisioned a kind of CRM relevant to the landscapes of Sulu. They have identified five components that must be integrated to the

¹ Coastal Management Overview and Orientation. Prepared by DENR, BFAR, DILG and CRM Project, 2001, p.24

² Coastal Resources Management Planning, Book Number 3, p.1

³ Ibid, p.5

CRM program such as Education, Information and Communication or EIC, environmental conservation on coastal forest, and water tributaries, social preparation and livelihood training for the farmers, community participation in planning, and establishment of marine protected areas.

Strategic Goals

The major goals of the CRM extension program are to rally the support of the people, to promote the protection and preservation of the marine resources in Sulu through organizing them, capacitating them and empowering them, and to establish a pilot marine protected areas on strategic places of Sulu. These marine protected areas cover the marine Park and habitat. In these areas, the principle of eco-tourism shall be promoted so that local economic activities will further improve.

Social Preparation Initiatives

Any long-term program requires social preparation for the people in order to enhance their consciousness and awareness about the importance of the program. The community organizers should conduct a community assessment needs, identify the major stakeholders, and point out the problems of the community, and baseline assessment. It is necessary to formulate environmental profile covering "information on resource and livelihood conditions, water quality, extent and quality of reefs, mangroves and other habitats and fishery resources. It should also include socioeconomic and other basic demographic information on coastal residents and resource use and other economic activities.⁴ The community organizers should undergo a community immersion to have a first-hand experience about the life of the people. Knowing the people means knowing their sensitivity and living condition.

The purpose of social preparation is to make the people understand that the proposed program and project is for their own benefit and the community. The people have to be made gradually to own the program, and ensure their commitment and support along the process. Key stakeholders have to be involved in all phases of the program from planning, implementation to evaluation. These people will be made to feel that they are the object of development, and they are part of the development process. Their voices will be heard. The first step of social preparation is to conduct consultation with the people. During the consultation, the community organizers will explain the importance of the program as well as the role of the people. Information material shall be distributed.

The conduct of seminar is the second step. Stakeholders across the community are the target participants. Stakeholders shall include the traditional leaders, teachers assigned in the area, barangay officials, local *imam*, CSOs leaders, field workers of the MAFAR. The third step is to organize the core-group composed of leaders of different sectors. This group will act as a bridge to the people. It will help to educate the people about the program and to transmit vital information to the community. The core-group will become the active partner in the implementation of the program.

Information, education, and communication or IEC shall be used as a tool to heighten the awareness of the people about the importance of coastal resource management. IEC is a process through which knowledge is imparted to coastal communities to increase their awareness, understanding, and appreciation of the coastal environment and its importance. The ultimate goal of the IEC is to create condition in which the behavior and attitude of the people will change in favor of the success of the CRM. It also includes constituency building where at least 15% of the people living in coastal areas will become active in environmental preservation, well-

⁴ Involving Communities in Coastal Management, Volume 4, p.39-40

informed about environmental issues, and strongly campaign for environmental advocacy⁵, environmental literacy⁶, and environmental ethics.⁷

CRM Target Activities

CRM is both a long-term program, and a continuing program that goes beyond the life span of the partners. Considering the persistent deterioration of the environment, a sustained effort is necessary to meet the challenges in the environmental preservation. The following target activities are designed to contain both the immediate and long term demands of environmental conservation:

1. Artificial reef. Building artificial reef is an example of immediate action. The College can learn the experience of other communities, and introduce it to Sulu. Civil Society Organizations in Sulu can be a good partner in this project.
2. Rehabilitation of reef. Selected major reef areas in Sulu should be identified. The College in coordination with the local government units and the MAFAR can initiate in the survey of destroyed reefs within the economic zones of Sulu. In all identified reef areas, the College can recommend to the local government to control the fishing activity through preventing the dynamite fishing practice among the fishermen. And only small fishermen have to be allowed to catch fish in the said areas. Commercial fishing should be temporarily prevented until the coral reef becomes rejuvenated.
3. Eco-tourism. The College will conduct a comprehensive survey on strategic eco-system that can be developed as a tourist destination for both the local and international tourists. On the site, the local government and the business sectors shall be encouraged to put up facilities from road network to sub-port including hotel, restaurant, electricity and communication facilities. The basic concept here is to showcase the beautiful spots of Sulu. Each tourist spot shall be made into a one stop shop where the tourists can enjoy nature, eating, sightseeing, swimming, diving, mountain climbing, jogging, and sport. Eco-tourism can boost local economy.
4. Capacity building program. Among the areas of skills and expertise that must be developed among the volunteers, the farmers and fishermen are the basic knowledge on oceanography, concepts of CRM, problem analysis, and strategic planning. The volunteers should know how to gather and analyze marine data and other data pertaining to oceanography particularly, on sea current, and geological formation of the under the sea and its biology. All of them should be taught on scuba diving in order they can see for themselves the huge resources inside the sea. It is necessary that all volunteers are exposed not only on coastal areas but also to high seas.
5. Reforestation of the coastal area. Restoration of mangrove forests is a priority project under the CRM. The College in coordination with the MAFAR should put up nursery for raising seedlings. The community and the college students are potential volunteers that can help in the reforestation project.
6. Establishing marine protected area as pilot area. The College will conduct a comprehensive survey on the coastal areas and identify strategic area for each municipality. Under this plan each municipality should establish and maintain marine protected area of at least 10 square kilometers. The role of the College is to coordinate, to conduct baseline data, and to provide technical advice. It is the LGUs that will carry out the implementation of the project.

⁵ This refers to increase of number of people who support the CRM.

⁶ This refers to people who understand the basic principles of ecology and the impacts of humans on the environment.

⁷ This refers to the people who have the ability to recognize good and bad actions their supportive of destructive to environment.

V. CONCLUSION

Improving the performance of the Mindanao State University-Sulu College of Fisheries is the correct step towards development of the blue economy of the Sulu archipelago. Therefore, the university is expected to provide technical knowledge and to produce skilled professionals who can effectively assist or guide the local economic growth of the province. The College of Fisheries has yet to fully develop its potential to support the Sulu development. The need to reinvent the College of Fisheries in order to make it effective and relevant is very imperative. Promotion of the College's program should be a continuing activity and should be expanded beyond instruction. Foremost, the immediate action is to create technical working group and to upgrade the facilities of the College, and strengthening the research capacity of the faculty members and the management skills of the dean.

Institutional workshop of the College is necessary on yearly basis. It should be designed for the empowerment of the faculty members so that they will develop their skills in running and sustaining the goals of the College. The university should tap experts in the field of planning and marine science to enhance the capacity of the faculty members. The university should sustain its sustainable approach in its desire to realize the goal for an improved fishing industry and preservation of marine resources in Sulu not only for the present generation but also the next generation. This gargantuan task is a challenge that the College must have to accomplish. It is only then that the College will become relevant and a tool to sustain economic growth in Sulu.

REFERENCES

Coastal Management Overview and Orientation. Prepared by DENR, BFAR, DILG and CRM Project, 2001

Coastal Resources Management Planning, Book Number 3