



Republic of the Philippines  
CAGAYAN STATE UNIVERSITY  
Tuguegarao City, Cagayan  
**BOARD OF REGENTS**

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EXCERPTS FROM THE MINUTES OF THE 95<sup>TH</sup> REGULAR MEETING OF  
THE BOARD OF REGENTS OF CAGAYAN STATE UNIVERSITY  
HELD ON NOVEMBER 27, 2024, AT THE CHED CENTRAL OFFICE, OC-SCA CONFERENCE 2,  
HEDC BLDG., C.P. GARCIA AVENUE, QUEZON CITY, METRO MANILA

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**RESOLUTION NO. 178**

*Series of 2024*

November 27, 2024

**APPROVING THE FACULTY AND STAFF DEVELOPMENT PLAN OF CAGAYAN  
STATE UNIVERSITY**

**WHEREAS** Cagayan State University (CSU) is committed to its mission of providing high-quality education and fostering inclusive development across the region, guided by its vision to be a globally competitive institution;

**WHEREAS** CSU recognizes that its faculty and staff are instrumental in achieving academic excellence, advancing research and innovation, engaging with communities, and contributing to regional development;

**WHEREAS** the dynamic and evolving landscape of education, characterized by rapid advancements in teaching methodologies, digital tools, and the diverse needs of learners, necessitates the continuous professional growth and skills enhancement of the University's human resources;

**WHEREAS** in response to these challenges and opportunities, CSU has developed a comprehensive Faculty and Staff Development Plan (FSDP) designed to equip its faculty with modern teaching techniques, research competencies, and cultural awareness, while also supporting staff in their operational and administrative roles essential to the University's success;

**WHEREAS** the plan aims to empower faculty and staff, foster job satisfaction, reduce turnover, and cultivate future leaders, thereby strengthening CSU's institutional stability and educational quality;

**WHEREAS** the updated FSDP has been reviewed and duly endorsed by the University Academic Council, the Vice President for Academic Affairs, and the OIC University President;

**NOW THEREFORE:**

On a duly seconded motion and there being no objections—

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**RESOLVED** that the Board of Regents approves the revised Faculty and Staff Development Plan of Cagayan State University, in accordance with the foregoing premises and subject to existing CHED rules and regulations;

**APPROVED** by the CSU Board of Regents on the 27<sup>th</sup> day of November 2024 at Quezon City, Philippines.

**CERTIFIED TRUE AND CORRECT:**

**ATTY. APRIL GAYLE U. SOLLER**  
*Acting Board Secretary*

**ATTESTED BY:**

**DR. ARTHUR G. IBÁÑEZ, ASEAN ENGR.**  
*OIC – Office of the University President*  
*Vice-Chairperson, CSU Board of Regents*

*[Attestation Page for the Other Members of the Board Follows]*

APPROVING THE FACULTY AND STAFF DEVELOPMENT PLAN OF CAGAYAN STATE UNIVERSITY

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HEDC BLDG., C.P. GARCIA AVENUE, QUEZON CITY, METRO MANILA

**RESOLUTION NO. 178**

*Series of 2024*

November 27, 2024

**ATTESTED BY:**

**DR. SHIRLEY A. AGRUPIS**  
*CHED Commissioner*  
*Chair-Designate, CSU Board of Regents*

  
**DR. RICARDO B. CASAUAY**  
*President, UFFA*  
*Member, CSU Board of Regents*

**ATTY. CARMELO O. VILLACETE**  
*Alumni Representative*  
*Member, CSU Board of Regents*

  
**MR. ARTURO B. TABBU**  
*Private Sector Representative*  
*Member, CSU Board of Regents*

  
**DIR. DIONISIO C. LEDRES, JR.**  
*Regional Director, NEDA RO2*  
*Member, CSU Board of Regents*

  
**MR. JOHN LESTER S. JAIME**  
*Chairperson, USCF*  
*Member, CSU Board of Regents*

  
**MR. LORETO M. PACAY, JR.**  
*Private Sector Representative*  
*Member, CSU Board of Regents*

APPROVING THE FACULTY AND STAFF DEVELOPMENT PLAN OF CAGAYAN STATE UNIVERSITY

Attestation Page



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**RATIFICATION OF RESOLUTIONS PASSED BY THE BOARD**

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**RESOLUTION NO. 178**

Series of 2024

November 27, 2024

**RATIFIED BY:**

**DR. SHIRLEY A. AGRUPIS**  
CHED Commissioner  
Chair-Designate, CSU Board of Regents

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**MR. LORETO M. PACAY, JR.**  
Private Sector Representative  
Member, CSU Board of Regents

**SENATOR ALAN PETER S. CAYETANO**  
Chair, Senate Committee on Higher,  
Technical and Vocational Education  
Member, CSU Board of Regents

**DR. ARTHUR G. IBANEZ, ASEAN ENGR.**  
OIC – Office of the University President  
Vice-Chairperson, CSU Board of Regents

**MR. JOHN LESTER S. JAIME**  
Chairperson, USCF  
Member, CSU Board of Regents

**DIR. VIRGINIA BILGERA**  
Regional Director, DOST RO2  
Member, CSU Board of Regents

**DIR. ROSE MARY G. AQUINO**  
Regional Director, DA RO2  
Member, CSU Board of Regents

**MR. ARTURO B. TABBU**  
Private Sector Representative  
Member, CSU Board of Regents

**CONGRESSMAN JOSEPH L. LARA**  
Representative, 3<sup>rd</sup> District of Cagayan  
representing:

**CONGRESSMAN MARK O. GO**  
HOR Chair, House Committee on Higher  
and Technical Education  
Member, CSU Board of Regents