REPUBLIC OF THE PHILIPPINES
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS
Caritan, Tuguegarao City, Cagayan

Tel No.: (078) 844-0430
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OFFICE OF THE UNIVERSITY PRESIDENT

OP-5001-IC-BOR-2024-10-117

October 30, 2024

ENDORSEMENT

BOARD OF REGENTS
Cagayan State University

THRU: ATTY. APRIL UY SOLLER
Acting Board Secretary

Dear Honorable Members of the Board of Regents:

Greetings!

Respectfully endorsing for your approval, the Faculty and Staff Development Plan (FSDF) of Cagayan State University.

Thank you.

Very truly yours,

ARTHUR G. IBAÑEZ, Ph.D., ASEAN Engr.
OIC- Office of the University President

CAGAYAN STATE UNIVERSITY
OFFICIALLY RELEASED
Office of the University President
DATE: NOV 04 2024
TIME:
STAFF:

REPUBLIC OF THE PHILIPPINES
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS
Caritan, Tuguegarao City, Cagayan

Tel No.: (078) 844-2997
Email Address: csuvpaa@gmail.com
Website: www.csu.edu.ph

OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

VPAA-5104-IC-2024-10-228

CAGAYAN STATE UNIVERSITY
OFFICE OF THE PRESIDENT
RECEIVED
DATE: 10/30/24
TIME: 11:39 NO. 3493
BY: Jennan

October 29, 2024

DR. ARTHUR G. IBAÑEZ, ASEAN Engr.
OIC – Office of the University President

Attention: **ATTY. APRIL UY SOLLER**
Acting Board Secretary

Sir:

I respectfully request for the inclusion in the agenda of the Board of Regents' Meeting scheduled in November 2024 the approval of the Board of the Faculty and Staff Development Plan (FSDP) of the Cagayan State University.

Thank you!

Truly yours,

MARIDEN VENTURA-CAUILAN, DPA
Vice President for Academic Affairs

AGENDA ITEM BRIEF

Agenda Title	Faculty and Staff Development Plan
Background	In response to the ever evolving landscape of education, Cagayan State University curated this Faculty and Staff Development Plan which is designed to align with the university's mission of providing high-quality education and fostering inclusive development across the region. It aims to enhance professional growth and align staff skills with CSU's mission of providing high-quality, inclusive education. As a leading institution, CSU recognizes that its faculty and staff are essential to achieving academic excellence, community engagement, and regional development. Given the rapid changes in educational methods, digital tools, and the diverse needs of students, CSU's development plan equips faculty with modern teaching techniques, research skills, and cultural competencies, while also supporting staff who play vital operational roles. This plan benefits CSU by empowering faculty and staff, fostering job satisfaction, reducing turnover, and developing future leaders, that will strengthen the university's stability and quality.
Particulars	To seek the endorsement from this esteemed body for the Faculty and Staff Development Plan
Board Action Requested	For approval
Attachment	• Updated Faculty and Staff Development Plan of Different Campuses

CAGAYAN STATE UNIVERSITY LASAM CAMPUS

FACULTY AND STAFF DEVELOPMENT PLAN

FOR C.Y. 2024-2028

CAGAYAN STATE UNIVERSITY
Lasam, Cagayan

FACULTY AND STAFF DEVELOPMENT PLAN
For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
1	**DOMINADOR A. AGATEP, JR.**	ASSISTANT PROFESSOR II	ARTS APPRECIATION	DOCTOR OF JURISPREDENCE	Expanding Horizons: Exploring Diverse Artistic Traditions, Fostering Collaboration: Connecting Educators with Experts and Cultivating Lifelong Appreciation: Beyond the Classroom	Training-Workshop	30,000.00	2024/2025/ 2026/2027/ 2028
			EUTHENICS		Bridging the Gap: Training for Interdisciplinary Collaboration, Building Capacity: Empowering Professionals to Lead	Training-Workshop	30,000.00	2024/2025/ 2026/2027/ 2028
					Seminar on Taiwanese Food	Training-Workshop	50,000.00	2024/2025/ 2026/2027/ 2028
					Training in Buddhist Philosophy	Training-Workshop	50,000.00	2024/2025/ 2026/2027/ 2028
					PACUIT Conference	Conference	30,000.00	2025/2026/ 2027/2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2025/2026/ 2027/2028
					Post-Graduate Study	Enrol in a Top University	50,000.00	2025/2026/ 2027/2028
					On the Job Training Deployment	Meeting/ Training	60,000	2024/2025/ 2026/2027/ 2028
					Research Conference & Presentation	Conference	30,000.00	2024/2025/ 2026/ 2027/2028
					Establishment of Pratnership / GUAM	Meeting/ Training	50,000.00	2024/2025/ 2026/2027/ 2028

CAGAYAN STATE UNIVERSITY
Lasam, Cagayan

FACULTY AND STAFF DEVELOPMENT PLAN
For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
2	**BANAN, JOHN CARLO L.**	Assistant Professor II	Food Preparation, Selection & Different Methods and Techniques in Cooking	Masters Degree	Research Conference & Presentation	Conference	30,000.00	2024/2025/ 2026/ 2027/2028
			Food Service Operation and Management		Seminar on Research Methodologies in Industrial Technology Researches	Training-Workshop	50,000.00	2025/2026/ 2027/2028
					Elevating Food Preparation: Techniques, Trends, and Traditions	Seminar-Workshop	50,000.00	2025/2026/ 2027/2028
					Culinary Innovation and Creativity Seminar Workshop	Training-Workshop	50,000.00	2025/2026/ 2027/2028
					Serminar on Taiwanese Food	Training-Workshop	50,000.00	2025/2026/ 2027/2028
					Philippine Organization for TLE and TVL	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					PACUIT Conference	Conference	30,000.00	2025/2026/ 2027/2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2025/2026/ 2027/2028
					Training for National Certificate	Enrol Training of TESDA	3,500.00	2025/2026/ 2027/2028
					Post-Graduate Study	Enrol in a Top University	50,000.00	2025/2026/ 2027/2028
3	**BANGOY, JOHN ADRIAN B.**	INSTRUCTOR I	Fundamentals of Machine Shop, Mensuration and Benchwork operation	steral Degree (on goi	Dimentional Metrology - Limits and Fits and Inspection of Geometrical Tolerances Machine Shop Operations	Training Seminar	20,500.00	2024/2025/ 2026/2027/ 2028

CAGAYAN STATE UNIVERSITY
Lasam, Cagayan

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For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
			Fundamentals of Lathe machine		Lathe machining training NC2 or NC3	Training	15,000.00	2025/2026/ 2027/2028
			Fundamentals and general operation of Grinding Machines including Metallurgy and heat treatment		Metals Engineering Heat Treatment Tool and Cutter Grinding training CNC Grinding Training	Traning/Seminar	40,000.00	2025/2026/ 2027/2028
			Research Based Product Development for students in Mechanical Technology		Research writing workshop Product Testing Technical Drawing workshop CAD Training	Training/Seminar	50,000.00	2025/2026/ 2027/2028
					Post-Graduate Study	Enrol in a Top University	50,000.00	2025/2026/ 2027/2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2025/2026/ 2027/2028
					Philippine Organization for TLE and TVL	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					Research Conference	Training Seminar/Conference	30,000.00	2024/2025/ 2026/2027/ 2028
					PACUIT	Training Seminar/Conference	30,000.00	2024/2025/ 2026/2027/ 2028
4	**CONSTANTINO, RONALD Q.**	INSTRUCTOR III	Electronics and Aided Design	Masters Degree	Research Conference & Presentation	Conference	30,000.00	2025/2026/ 2027/2028
			Communication and Video System		Seminar/Training on Internet of Things	Training-Workshop	40,000.00	2025/2026/ 2027/2028

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Lasam, Cagayan

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No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
			Digital system		Seminar/Training on Electronics Computer Aided Design	Training-Workshop	20,000.00	2025/2026/ 2027/2028
			Advance Electronics Technology Operation		Seminar/Training on Mechatronics	Training-Workshop	30,000.00	2025/2026/ 2027/2028
					Seminar/Training on Robotics	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	100,000.00	2024/2025/ 2026/ 2027/2033
					Assesment for NCIII Align with electronics technology	TESDA	10,000.00	2024/2025/ 2026/ 2027/2034
					Training and Seminars for AUTOCAD	Training-Workshop	50,000.00	2024/2025/ 2026/ 2027/2034
					On the Job Training Deployment	Meeting/ Training	60,000.00	2024/2025/ 2026/ 2027/2034
5	**MADARANG, BERNARD P.**	ASSOCIATE PROFESOR V	Industrial Organization with Shop Layout	Masters Degree	Research Conference & Presentation	Conference	30,000.00	2024/2025/ 2026/ 2027/2028
			Personnel Management and Labor Relations		Seminar on Research Methodologies in Industrial Technology Researches	Training-Workshop	3,000.00	2024
					Optimizing Industrial Organization and Shop Layout for Enhanced Efficiency and Productivity	Seminar-Workshop	3,000.00	2025
					Effective Personnel Management and Labor Relations	Training-Workshop	5,000.00	2026

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Lasam, Cagayan

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For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
					PACUIT Conference	Conference	6,000.00	2027
					Extension Conference and Presentation	Seminar-Workshop, training and conferences	30,000.00	2024/2025/ 2026/ 2027/2028
					Post-Graduate Study	Enrol in a Top University	50,000.00	2025/2026/ 2027/2028
6	**SALAS, ANGELITO B.**	ASSISTANT PROFESSOR III	Personnel Management and Labor Relations	Masteral Degree	Effective Personnel Management and Labor Relations	Attend series of training/seminar	30,000.00	2025/2026/ 2027/2028
					Research Conference and Presentations	Conference/seminar	30,000.00	2025/2026/ 2027/2028
					Upgrading Industrial Organization and Shop Layout for Enhanced Efficiency and Productivity	Seminar-Workshop	4,000.00	2025
					Enhanced & promote a deeper understanding of the nation's past, its cultural heritage, and its identity. These areas are prioritized to enhance knowledge of history, critical thinking, and national consciousness.	Conference/seminar	3,000.00	2026
			Industrial Organization with Shop Layout		Upgrading Industrial Organization and Shop Layout for Enhanced Efficiency and Productivity	Seminar-Workshop	4,000.00	2025/2026/ 2027/2028

CAGAYAN STATE UNIVERSITY
Lasam, Cagayan

FACULTY AND STAFF DEVELOPMENT PLAN
For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
			Readings in Philippine History		Enhanced & promote a deeper understanding of the nation's past, its cultural heritage, and its identity. These areas are prioritized to enhance knowledge of history, critical thinking, and national consciousness.	Conference/seminar	4,000.00	2025/2026/ 2027/2028
					Faculty Exchange Program	Training/ Conference	50,000.00	2025,2026,2 027,2028
					PACUIT Conference	Conference/seminar/ Workshop	30,000.00	2025,2026,2 027,2028
					Seminar on *Halal Food*	Training- Workshop	50,000.00	2025,2026,2 027,2028
					Post Graduate Study	Enroll in CHED's identified HEI's	50,000.00	2025,2026,2 027,2028
					Extension Conference & Presentation	Conference/Training	30,000.00	2025,2026,2 027,2028
					On The Job- Training/Internship Deployment	Meeting / Conference	60,000.00	2024,2025,2 026,2027
					International Social Science Presentation	Conference/ Training	50,000.00	2025,2026,2 027,2028
					National Training on PROCUREMENT of goods & services.	Conference/Training	20,000.00	2025,2026,2 027,2028
					Training on Safety & Health Management in the Work Place	Conference/Training	20,000.00	2025,2026,2 027,2028
7	**SORIANO, MICHELLE P.**	ASSISTANT PROFESSOR III	Basic Electronics 101	Ph. D.Educationl Mgt.	Analog and Digital circuits	Conference /Seminar/Training-Workshop	30,000.00	2024/2026/ 2028

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Lasam, Cagayan

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No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
			Advance Electronics		Latest Industry trends in electronics manufacturing	Conference /Seminar/Training-Workshop	10,000.00	2024-2025
					Communication System	Conference /Seminar/Training-Workshop	10,000.00	2025
					[Power Electronics)	Conference /Seminar/Training-Workshop	5,000.00	2025
					PACUIT / PAITE	Conference /Seminar/Training-Workshop	30,000.00	2024-2026
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2025/2026/ 2027/2028
					Training for National Certificate	Training of TESDA	10,000.00	2025/2026/ 2027/2028
					Post-Graduate Study	Enrol in a Top University	50,000.00	2025/2026/ 2027/2028
8	**WILFREDO M. PERCIANO**	ASSOCIATE PROFESSOR I	Mathematics in the Modern World	Master of Arts in Educational Management	Mathematics Modeling and Simulation, and critical thinking and Reasoning.	Seminar-Workshop	10,000.00	2025/2026/ 2028
			Teaching Mathematics in the Primary Grades		Data Analysis and Probability, and Teaching Approaches	Seminar-Workshop	7,000.00	2025
			Basic Statistics		Real- World Applications, Data visualization and Technology Integration.	Seminar-Workshop	10,000.00	2025 /2026
					Research Conference and Presentation	Conference	30,000	2024/2025/ 2026/2027/ 2028
					PACUIT	Conference	15,000	2025/2026/ 2027/2028

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					On the Job Training Deployment	Meeting/ Training	60,000	2024/2025/ 2026/2027/ 2028
					Philippine Organization for TLE and TVL	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					Seminar on Taiwanese Vegetarian	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					Engagement in Short Term Faculty Exchange	Faculty Exchange	50,000.00	2024/2025/ 2026/2027/ 2028
					Post-Graduate Study	Enrol in a Top University	50,000. 00	2025/2026/ 2027/2028
9	**KYLA A. CALSO**	PART TIME INSTRUCTOR	Science, Technology, and Society	BS BIOLOGY MAJOR IN MEDICAL BIOLOGY	Emerging Technologies and Their Impact on Society, Sustainable Development	Seminar-Workshop	15,000.00	2024/2025/ 2026/2027/ 2028
			Euthenics		Holistic Well-being and Personal Development Approaches, Lifelong Learning Skills	Training-Workshop	15,000.00	2024/2025/ 2026/2027/ 2028
			Statistics		Advanced Data Analytics and Application of Statistical Software	Training-Workshop	15,000.00	2024/2025/ 2026/2027/ 2028
					Post-Graduate Study	Enrol in a Top University and avail Doctoral Scholarship and dissertation assistance	500,000.00	2025/2026/ 2027/2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	100,000.00	2025/2026/ 2027/2028
					Research and extension Activity	Training-workshop	50,000.00	2025/2026/ 2027/2028

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					Research conference/presentation in national/ international and publication	Presentation, Workshops and panels	100,000.00	2025/2026/ 2027/2028
10	**JOHNVEE G. DABBAY**	PART TIME INSTRUCTOR	FUNDAMENTALS AUTOMOTIVE TECHNOLOGY AND ELECTRICAL MAINTENANCE AND TROUBLESHOOTIN G	BS AUTOMOTIVE TECHNOLOGY	ATTEND SEMINARS ON THE LATEST ELECTRICAL TROUBLE SHOOTING IN MODERN VEHICLE	Training-Workshop	10,000.00	2024/2026/ 2028
			ADVANCE AUTOMOTIVE TECHNOLOGY		ATTEND SEMINARS IN HIGHBRID ENGINES	Training-Workshop	10,000.00	2024/2025
			AUTOMOTIVE SERVICING		TRAINING ON TRAINER'S METHODOLOGY	ENROLL FOR TRAINING IN TESDA	15,000.00	2025-2026
					Research Conference	Training Seminar/Conference	30,000.00	2024/2025/ 2026/2027/ 2028
					PACUIT	Training Seminar/Conference	30,000.00	2024/2025/ 2026/2027/ 2028
					Post-Graduate Study	Enrol in a Top University	50,000.00	2025/2026/ 2027/2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2025/2026/ 2027/2028
					Philippine Organization for TLE and TVL	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					NCIII Trainings aligned to automotive education	TESDA	10,000.00	2024/2025/ 2026/ 2027/2028

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11	**JARENT. GALINDO**	PART TIME INSTRUCTOR	Food Processing, Preservation, Packaging, and Labeling	BS IN INDUSTRIAL TECHNOLOGY MAJOR IN FOODS TECHNOLOGY	Enhancing Food Safety and Quality, Advancing Food Processing Technologies, Transforming Food Packaging, and Improving Food Labeling	Training-Workshop, Assessment	70,000.00	60 MONTHS
			Food Product Development		Ingredient functionality, Food processing techniques, Product formulation and optimization, Ethical sourcing, Sustainable packaging, Hazard Analysis and Critical Control Points, Food safety regulations, Microbiology and food spoilage, and Food safety and traceability systems	Training-Workshop, Assessment	90,000.00	60 MONTHS
			Bread and Pastry Production		health and nutrition, sustainability, innovation, technology, and efficiency to thrive	Training-Workshop, Assessment	60,000.00	60 MONTHS
			Bartending and Wine Production		skill development and staying current with trends. Wine production prioritize sustainability, innovation, and marketing.	Training-Workshop, Assessment	90,000.00	60 MONTHS
12	**REUDEL B.JURADO**	PART TIME INSTRUCTOR	Digital / Advance Electronics Technologies	BS ELECTRNICS AND COMMUNICATIONS ENGINEERING	Electrnonics Technologies	Annual Conferences by Institute of Electronics Engineers of the Philippines	50,000.00	2024/2025/ 2026/ 2027/2028

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			Advance Communication and Video System Installation and Maintenance		Seminar/Training on Internet of Things	Training-Workshop, Annual Conferences by Institute of Electronics Engineers of the Philippines	40,000.00	2025/2026/ 2027/2028
			Digital system		Seminar/Training on Electronics Computer Aided Design	Training-Workshop	20,000.00	2025/2026/ 2027/2028
			Advance Electronics Technology Operation		3D Printing and design	Training-Workshop	30,000.00	2025/2026/ 2027/2028
					Seminar/Training on Robotics	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					Short-Term Faculty Exchange	Faculty Exchange	100,000.00	2024/2025/ 2026/ 2027/2033
					NCIII Trainings aligned to electonics education	TESDA	10,000.00	2024/2025/ 2026/ 2027/2034
					Training and Seminars for AUTOCAD	Training-Workshop	50,000.00	2024/2025/ 2026/ 2027/2034
13	**LERIEANNE T. NANONG**	PART TIME INSTRUCTOR	Electronics and Aided Design	BS IN ELECTRICAL ENGINEERING	Research Conference & Presentation	Conference	30,000.00	2025/2026/ 2027/2028
			Advance Communication and Video System Installation and Maintenance		Seminar/Training on Internet of Things	Training-Workshop	40,000.00	2025/2026/ 2027/2028
			Digital system		Seminar/Training on Electronics Computer Aided Design	Training-Workshop	20,000.00	2025/2026/ 2027/2028

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			Advance Electronics Technology Operation		Seminar/Training on Mechatronics	Training-Workshop	30,000.00	2025/2026/ 2027/2028
					Seminar/Training on Robotics	Training-Workshop	40,000.00	2025/2026/ 2027/2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	100,000.00	2024/2025/ 2026/ 2027/2033
					Assesment for NCIII Align with electronics technology	TESDA	10,000.00	2024/2025/ 2026/ 2027/2034
					Training and Seminars for AUTOCAD	Training-Workshop	50,000.00	2024/2025/ 2026/ 2027/2028
					Seminar/Training on Electronics Computer Aided Design	Training-Workshop	10,000.00	2025
					PACUIT Conference	Conference	6,000.00	2028
14	**KARL ADAM ORPILLA**	PART TIME INSTRUCTOR	FUNDAMENTALS AUTOMOTIVE TECHNOLOGY AND ELECTRICAL MAINTENANCE AND TROUBLESHOOTIN G	BS IN AUTOMOTIVE TECHNOLOGY	ATTEND SEMINARS ON THE LATEST ELECTRICAL TROUBLE SHOOTING IN MODERN VEHICLE.	TRAINING-WORKSHOP	10,000.00	2024/2026/ 2028
			ADVANCE AUTOMOTIVE TECHNOLOGY		ATTEND SEMINARS IN HIGHBRID ENGINES	TRAINING-WORKSHOP	10,000.00	2024/2025
			AUTOMOTIVE SERVICING		TRAINING ON TRAINERS METHODOLOGY	ENROLL FOR TRAINING IN TESDA	15,000.00	2025/2026

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					Research Conference	Training/Seminar/Conference	30,000.00	2024/2025/2026/2027/2028
					PACUIT	Training/Seminar/Conference	30,000.00	2024/2025/2026/2027/2028
					Post-Graduate Study	Enrol in a Top University	50,000.00	2024/2025/2026/2027/2028
					Engagement in Short Term Faculty Exchange	Faculty Exchange	50,000.00	2024/2025/2026/2027/2028
					Philippine Organization for TLE and TVL	Training-Workshop	40,000.00	2025/2026/2027/2028
					NCII Training aligned to automotive Education	TESDA	10,000.00	2025/2026/2027/2028
15	**HONEY JAY B. RAMOS**	PART TIME INSTRUCTOR	FUNDAMENTALS OF ELECTRONICS TECHNOLOGY AND DOMESTIC APPLIANCES MAINTENANCE AND TROUBLESHOOTING	MASTER OF SCIENCE IN TEACHING MAJOR IN TLE	Microcontrollers and Embedded Systems in Appliances, Energy Efficiency and Green Technologies	Training-Workshop	40,000.00	2024/2025/2026/2027/2028
			POWER ELECTRONICS		Attend seminars on the latest developments in wide bandgap semiconductors	Training-Workshop	40,000.00	2024/2025/2026/2027/2028
			ECAD AND AMPLIFICATION PROCESS		Mastering ECAD Software	Seminar-Workshop	30,000.00	2024/2025/2026/2027/2028
			COMMUNICATION SYSTEMS		explore the latest wireless standards of 5G and upcoming 6G technologies.	Training-Workshop	40,000.00	2024/2025/2026/2027/2029

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			DIGITAL SYSTEMS		Digital Logic Design and Circuitry,FPGA and CPLD Technologies, Microcontroller and Microprocessor Systems	Training-Workshop	40,000.00	2024/2025/ 2026/ 2027/2030
			ADVANCE ELECTRONIC TECHNOLOGY OPERATION		High-Frequency and RF Electronics, Power Electronics and Management, Emerging Technologies (e.g., Quantum Electronics, Nanotechnology), Integration of Electronics with Other Technologies (e.g., IoT, AI)	Training-Workshop	50,000.00	2024/2025/ 2026/ 2027/2031
			ADVANCE ELECTRONIC PROJECTS		Research Conference & Presentation	Conference	30,000.00	2024/2025/ 2026/ 2027/2028
					PACUIT Conference	Conference	40,000.00	2024/2025/ 2026/ 2027/2032
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	100,000.00	2024/2025/ 2026/ 2027/2033
					Assesment for NCIII Align with electronics technology	TESDA	10,000.00	2024/2025/ 2026/ 2027/2034
					Training and Seminars for AUTOCAD	Training-Workshop	50,000.00	2024/2025/ 2026/ 2027/2034
					On the Job Training Deployment	Meeting/ Training	60,000.00	2024/2025/ 2026/ 2027/2028

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16	**CHARISSE ANGELICA P. SOLIS**	PART TIME INSTRUCTOR	English Language Proficiency	BACHELOR OF SECONDARY EDUCATION Major in English	Innovative Teaching Techniques	Attend Workshops and Seminars focused on Language teaching strategies.	10,000.00	2024/2025/ 2026/2027/ 2028
			Purposive Communication		Professional Development	Attend training programs/workshops/seminars focused on improving English communication skills, academic writing and teaching english as a second language.	10,000.00	2024/2025/ 2026/2027/ 2028
					Technology Integration in English Teaching	Attend webinars on Digital pedagogy	10,000.00	2024/2025/ 2026/2027/ 2028
					Continuing Education	Finish Graduate School	36,000.00	2026
					Faculty Exchange Program	Submit application for Faculty Exchange Program	50,000.00	2024/2025/ 2026/2027/ 2028
					Join IELTA(International English language Teachers Association)	Accomplish Application Process	10,000.00	2024/2025/ 2026/2027/ 2028
					Research and Extention Activity	Training-Workshop	10,000.00	2024/2025/ 2026/2027/ 2028
17	**ARNOLD P. SORIANO**	PART TIME INSTRUCTOR	FOOD TECH.101	HOTEL INDUSTRY MANAGEMENT WITH EDUCATION UNIT	Food Innovation and Creativity	Training Workshop	20,000.00	2024/2025/ 2026/2027 2028
			FOOD TECH 301		Enchance Food Preparation:Latest Techniques, Trends, and Traditions	Training-Workshop	20,000.00	2024/2025/ 2026/2027 2028

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			EUTHENICS 1		Training on Euthenics	Seminar-Workshop	20,000.00	2024/2025/ 2026/2027 2028
					Training for National Certificate	Training	20,000.00	2024/2025/ 2026/2027 2028
					PACUIT	Conference	20,000.00	2024/2025/ 2026/2027 2028
					Research Presentation and Conference	Conference		2025/2026/ 2027 2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2025/2026/ 2027/2028
18	**JANICE B. TOLENTINO**	PART TIME INSTRUCTOR	Contemporary World	BACHELOR OF SECONDARY EDUCATION Major in Social Science	Deep Understanding of Global Issues	Attend Workshop and or Conferences	10,000.00	2025
					Training for Technological Proficiency	Attend Seminars and Training Workshop	10,000.00	2025
					Awareness of current research	Conduct research	10,000.00	2027
					Seminar on Globalization	Seminar and or Conferences	15,000	2025/2026/ 2027/2028
					Seminar on the Emerging Political and Governance Issues	Seminar, Training Workshop	15,000	2025/2026/ 2027/2028
			Readings in the Philippine History		Deep Understanding of Philippine History	Attend Seminars and Training Workshop	10,000.00	2025
					Exploring the Philippines Rich History	Seminar Workshop	25,000	2025/2026/ 2027/2028
					Professional Development	Enroll for Continuing Education	50,000.00	2026
					PACUIT Conference	Conference	30,000	2025-2028

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					Join Conferences for National Council for the Social Studies(NCSS)	Training, Workshop and Conference	20,000	2025/2026/ 2027/2028
	Subtotal(College of Information and Computing Sciences)						**5,840,000.00**	
19	**BAUTISTA, GARY JOSEPH M.**	INSTRUCTOR III	Network Management I	MASTER'S DEGREE	PSITE Conferences	Conference	5,000.00	2024-2028
			Network Management II		Trainers Methodology for Computer System Servicing	TESDA Short Course	5,000.00	2025
			PE 11		CISCO Networking Academy and CCNA Certification	Short Course Traning-Workshop	15,000.00	2026
			PE 13		Cloud Networking with Microsoft Azure	Training/Workshop	3,500.00	2027
					Microtik Training and Certification	Short Course Traning-Workshop	5,000.00	2028
					Training-Workshop on Cybersecurity	Short Course Traning-Workshop	5,000.00	2028
					Research Methodologies in Information Technology Researches	Training/Workshop	3,000.00	2024
					Research Conference & Presentation	Conference	10,000.00	2024/2026/ 2028
					Product Labeling and Packaging	Training/Workshop	3,500.00	2025/2026
					Communication and Managerial Skill Enhancement	Training/Workshop	2,000.00	2027
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2028
					Industry Immersion	Immersion	50,000.00	2026
					Sports Clinic	Training/Workshop	5,000.00	2025-2028
					MA in Iformation Technology	Graduate Studies	100,000.00	2025-2027
20	**DOMINGO, JOEL B.**	ASSOCIATE PROFESSOR I	Platform Technologies	MASTER'S DEGREE	PSITE Conference	Conference, Seminars	10,000	2024-2028

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			Service Culture		NC II Certification	Training/Short Course	5,000	2025
			System Administration and Maintenance		Trainers Methodology Certification	Training/Short Course	5,000	2026
			Entrepreneurship		System Administration and Maintenance Seminar	Training, Seminar	5,000	2026
					Ethical Hacking/System, Web and Network Security Seminar	Training, Seminar	5,000	2026
					Industry Immersion	Immersion	20,000	2028
					Doctorate Degree Completion	Dissertation 2	50,000	2025
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000	2028
21	**MAGGAY, JAKE G.**	ASSOCIATE PROFESSOR III	Capstone Project	DOCTORATE DEGRE	Research Conference & Presentation	Conference	10,000.00	2024/2026/ 2028
			Information Management		Seminar on Research Methodologies in Information Technology Researches	Training-Workshop	3,000.00	2024
			Advanced Database System		Cyber Security Awareness Seminar	Seminar-Workshop	3,000.00	2024
			Advanced Web Development		Training on Power BI	Training-Workshop	5,000.00	2024
			Object-Oriented Programming		Training on Web Development	Short Training Course	5,000.00	2025
					PSITE Conference	Conference	5,000.00	2024-2028
					Training on Communication and Managerial Skill Enhancement	Training-Workshop	2,000.00	2026
					Training on Managing Educational Programs	Training-Workshop	2,000.00	2026

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					Coaching or Training on Managing Educational Programs	Coaching or Training	1,000.00	2026
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2027
					Training for National Certificate	Enrol Training of TESDA	3,500.00	2027
					Post-Graduate Study	Enrol in a Top University	50,000.00	2028
					Industry Immersion	Immersion	50,000.00	2028
22	**MAGGAY, JOSEPHINE M.**	ASSISTANT PROFESSOR III	Programming 1	DOCTORATE DEGREE	Research Conference & Presentation	Conference	10,000.00	2024/2026/ 2028
			Programming 2		Seminar on Research Methodologies in Information Technology Researches	Training-Workshop	3,000.00	2025
			Introduction to Computing		Cyber Security Awareness Seminar	Seminar-Workshop	3,000.00	2024
					Training for National Certificate	Enrol Training of TESDA	3,500.00	2027
			NSTP 11		Training on Power BI	Training-Workshop	5,000.00	2024
			NSTP 12		PSITE Conference	Conference	5,000.00	2024-2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2027
23	**MUSNI, MANUELITO M.**	ASSISTANT PROFESSOR I		MASTER'S DEGREE	Industry Immersion	Immersion	50,000.00	2028
					PSITE Conference	Conference	3,000.00	2025
					NC2 Certification	TESDA Short-Course	5,000.00	2025-2026
					Trainers Methodology Certification	TESDA Short-Course	5,000.00	2026-2027
			Multimedia System		Adobe Photoshop, Adobe Illustrator, and Adobe Premiere Training and Certification	Short Course	10,000.00	2027-2028

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			Information Security and Assurance		Cybersecurity Seminar/Training and Certification	Seminar / Short-Course	10,000.00	2028-2029
					Research Methodologies in Information Technology Researches	Training-Workshop	3,000.00	2024
					Research Conference & Presentation	Conference	10,000.00	2024/2026/ 2028
					Product Marketing and Packaging Seminar	Seminar	3,000.00	2025
			Network Management		Advance Network Management	Short-course	10,000.00	2025/2026/ 2027
			Network Management / Web Development		Web Hosting Management	Short-course	10,000.00	2025/2026/ 2027
24	**PAAT, LEONIDA G.**	INSTRUCTOR III	Capstone Project	MASTER'S DEGREE	Research Conference & Presentation	Conference	10,000.00	2027
			Capstone Project		Training and Worshop for Research	Training-Workshop	2,000.00	2024/2026
			Advanced Database System		Cyber Security Awareness Seminar	Seminar-Workshop	3,000.00	2024
			Integrative Programming		Training on Power BI	Training-Workshop	5,000.00	2024
			All core Subject		PSITE Conference	Conference	5,000.00	2024-2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	50,000.00	2028
					Training for National Certificate	Enrol Training of TESDA	3,500.00	2027
			Platform Technologies		Y4IT Seminar	Seminar	5,000.00	2026
					Graduate Study	Finish PHD for Suc Levelling		2018-2025

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					Post-Graduate Study(DIT)	Enrol in a Top University	80,000.00	2028
25	**SANUT, CHERRY C.**	ASSISTANT PROFESSOR I	Data Strucrtures and Algorithm	MASTER'S DEGREE	ITE seminars/conferences/ trainings	Seminar/Conference/ Training	5,000.00	2024-2028
			Discrete Structures		PSITE Conference	Conference	10,000.00	2024-2028
					Web Development	Short Training Course	5,000.00	2025
			Intro to Computing		Training for National Certificate	Enrol in TESDA Training	3,500.00	2027-2028
			Intro to Human Computer Interaction		Industry Immersion	Immersion	25,000.00	2027
					Research Methodologies in Information Technology Researches	Training-Workshop	3,000.00	2025-2026
					Research Conference & Presentation	Conference	10,000.00	2024-2028
			Information Assurance and Security		Cyber Security Awareness Seminar	Seminar-Workshop	3,000.00	2024-2028
					Packaging and labelling of processed products	Seminar-Workshop	3,000.00	2025-2026
					Communication Skill Enhancement and Leadership and Decision Making Skills	Training-Workshop	2,000.00	2026
					Annual Convention of Campus Student Coordinators/Advisers	Conference	10,000.00	2024-2028
					Engagement in Short-Term Faculty Exchange	Faculty Exchange	25,000.00	2025-2026
					Student Engagement and Support Strategies	Coaching or Training	1,000.00	2026

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26	**BALMORES, ANDREI MARLOW**	PART-TIME FACULTY MEMB	Track Elective 1 (Web Programming)	BACHELOR'S DEGREI	Training on Power BI	Training-Workshop	5,000.00	2024
			Track Elective 2 (Web Interactivity and Engagement)		Training Development Frameworks	Enroll in a Top University	50,000.00	2027-2028
			Information Assurance and Security		Web Development	Short Training Course	5,000.00	2025-2026
			Computer		Training for National Certificate	Enroll Training of TESDA	3,500.00	2026-2027
					Research Methodologies in Information Technology Researches	Training-Workshop	3,000.00	2024
					Research Conference & Presentation	Conference	10,000.00	2026/2028
					PSITE Conference	Conference	5,000.00	2024-2025
27	**CORTES, AERON PAUL O.**	COMPUTER TECHNICIAN/ PART-TIME FACULTY MEMBER	Computer Maintenance and Troubleshooting	BACHELOR'S DEGREI	Training on Power BI	Training-Workshop	5,000.00	2024
					NCII CSS Assessment	Attend Assessment	2,500.00	2024
					Mircotik Training and Certification	Training-Workshop	5,000.00	2026
					Training and Certificate NCII EPAS	Attend Training-Workshop	5,000.00	2027
28	**MANUEL, WEIN DIETHER P.**	PART-TIME FACULTY	Desktop Application Deveopment	BACHELOR'S DEGREI	Mobile App Development/ Desktop Application Development	Training-Workshop	.	2026 - 2027
			Introduction to Computing		Training for National Certificate	Enrol Training of TESDA	3,500.00	2028
					Cyber Security Awareness Seminar	Seminar-Workshop	3,000.00	2024
					Training on Power BI	Training-Workshop	5,000.00	2024

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					Training on Web Development	Short Training Course	5,000.00	2025
					PSITE Conference	Conference	5,000.00	2024-2028
					Research Writing Workshop	Training-Workshop	5,000.00	2024
					Research Methodologies in Information Technology Researches.	Training-Workshop	3,000.00	2025
Subtotal(College of Industrial Technology)							**1,197,500.00**	**239,500.00**
29	**Bautista, Perla, Rebultan**	Associate professor V	Filipino, Social Sciences, Music	Ph.D. Educational Management	* National & International Seminars related to Education & Research * conduct, present & publish researches in English * participate in extension activities	Virtual/Face to face	50.000.00 500,000.00	2024-2029
30	**Cantor, Judelyn, Ursua**	Associate professor II	Professional Education, Social Sciences, English	D. EM (Academic Re	* National & International Seminars related to Education & Research * conduct, present & publish researches in Education * participate in extension activities	Virtual/Face to face	50.000.00 500,000.00	2024-2029
31	**Damatac, Frances Bean, Bueno**	Instructor III	English, Professional Education Subjects	MST English				
32	**Garcia, Jackielen, Romero**	Instructor III	English, Professional Education Subjects	Ph.D. in Education Major in English (On going)	* National & International Seminars related to Education & Research * conduct, present & publish researches in English * participate in extension activities	Virtual/Face to face	350,000.00	2024-2029

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33	**Gerardo, Jehan, Umblas**	Associate professor IV	Social Sciences, Prof	Ph.D. Psychology	Attend to seminars, trainings & conferences in Psychology * Conduct & publish researches * partiticipate in extension activities	Virtual/Face to face	80,000.00	2024-2029
34	**Magulod, Gilbert Jr., Cabilanga**	Professor VI	Research, Professior	Educational Management				
35	**Pacubat, Ronel ,Terante**	Associate Professor II	Professional Educ. S	Ph.D.in EDUCATION	Attendance to seminars, trainings and workshops in chemistry & conduct, publish researches in sciences & Education and to participate in extension activities of the college	face to face	28,000.00	2024-2029
36	**Quebral, Dolores, Calso**	Associate Professor V	Professional Educ. S	Educational Manage	attend to GSIS Seminar			
37	**Casilana, Rocky Boy, Martin**	Part- time Faculty	English & Profession	Education English (Or	Attend to seminars, trainings & conferences in English * Conduct & publish researches * partiticipate in extension activities	face to face/ virtual	75,000.00	2024-2029
38	**Tamanu, Rheena Angelica**	Part- time Faculty	BEED Specialization	MAED on going	Attend to seminars, trainings & conferences in English * Conduct & publish researches * partiticipate in extension activities	face to face/ virtual	80,000.00	2024-2029
Subtotal(College of Teacher Education)							**613,000.00**	

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39	**Ramil, Ronabelle**	Guidance and Counselor III		PhD in Development Administration	Counselling: Trends in Managing Depression, Suicidal Ideation and Anxiety among College Students and Technological Advancements to promote Mental Health Awareness	Attendance to conventions and workshops of the Accredited Professional Organization for Counselors, specifically the Philippine Guidance and Counseling Association, Inc (PGCA)	138,500.00	Every 2ndweek and 4th quarter of academic year
40	**Alnajes, Jennylyn**	AO V/CO/Training Coor/BAC Chairperson		MBA/MA Social Studies	Procurement, Personnel management, Training, Seminars and Events Management, Supervisory courses, Doctorate in Administration	Attendance to trainings and skills seminars/ enrollment to graduate school	50,000.00	2024-2029
41	**Cortez, Darwin Greg**	Supply Officer		Bachelor of Arts in Economics	Property Supply and Management System	Seminar/Training	4,000.00	2024-2025
					Cleansing of PPE and Account Balances	Seminar/Training	4,000.00	2025
					Government Digitalization	Seminar/Training	2,000.00	2026
					Appraisal and Disposal of Government Properties	Seminar/Training	3,000.00	2026
					Accounting for non-accountants	Seminar/Training	4,000.00	2026
					Implementation of the Increased Capitalization Threshold of Semi-Expandable Properties	Seminar/Training	2,000.00	2027
					Property Inventory Management	Seminar/Training	4,000.00	2025
					Property Supply and Management System	Seminar/Training	4,000.00	2025
					Cleansing of PPE and Account Balances	Seminar/Training	4,000.00	2024-2025

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42	**Sanut, Jhun Jhun**	Property Custodian		BS in Computer Science	Government Digitalization	Seminar/Training	2,000.00	2026
					Appraisal and Disposal of Government Properties	Seminar/Training	3,000.00	2026
					Accounting for non-accountants	Seminar/Training	4,000.00	2026
					Implementation of the Increased Capitalization Threshold of Semi-Expandable Properties	Seminar/Training	2,000.00	2027
					TM Training	Seminar/Training	15,000.00	
					Masteral Degree	Enroll for Master's Program related to the course graduated	30,000.00	2024-2027
43	**Jose, John Carlo**	Alternate Driver		BS in Information Technology	Property Inventory Management	Seminar/Training	4,000.00	2025
					Laws and Regulations on Government Expenditures	Seminar/Training	4,000.00	2026
					Maintenance and Troubleshooting Government Vehicle	Seminar/Training	6,000.00	2024-2025
44	**Valenzuela, Rizalyn**	GSO/Supply Staff		BS in Information Technology	Records Management	Seminar/Training	4,000.00	2024-2027
45	**Luga, Catherine**	AO IV/Planning Officer/QA Coord/ISO Coord		BSBA-FM/Earning Units	ISO and QA Seminars/Planning Strategies	Seminars/Trainings-Online or Face to Face	75,000.00	2024-2028
46	**Sambo, Kimberly Faye**	Administrative Aide COS (CEOs Office)		BS in Business Management	* Monitoring efficiency of accounting procedures and programs	Seminar/Workshop	10,000.00	By the second half of the year 2025
					* Master's Degree	Enroll for Master's Program related to the course graduated	15,000.00	2026

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47	**Soriano, Arnold**	Driver III		MAED	Maintenance (Electrical) and Troubleshooting Government Vehicle	Seminar/Training	6,000.00	2024-2025
48	**Bassig, Alice**	Accountant II		Master in Business Administration	Government Accounting System (GAM) Updates	Seminar/Training	20,000.00	2024-2029
					e-NGAS UPDATE	Seminar/Training	20,000.00	2024-2029
					Government Accounting,Auditing/Finance Standards/Law Updates	Seminar/Training	20,000.00	2024-2029
					Procurement System Updates	Seminar/Training	7,000.00	2024-2029
49	**Catidday, Venilyn**	Senior Bookkeeper		BSBA major in Management Accounting	Government Accounting System (GAM) Updates	Seminar/Training	20,000.00	2024-2029
					e-NGAS UPDATE	Seminar/Training	20,000.00	2024-2029
					Government Accounting,Auditing/Finance Standards/Law Updates	Seminar/Training	20,000.00	2024-2029
					Procurement System Updates	Seminar/Training	6,500.00	2024-2029
50	**Castilico, Julie Anne**	Senior Bookkeeper		BSBA major in Financial Management	Government Accounting System (GAM) Updates	Seminar/Training	20,000.00	2024-2029
					e-NGAS UPDATE	Seminar/Training	20,000.00	2024-2029
					Government Accounting,Auditing/Finance Standards/Law Updates	Seminar/Training	20,000.00	2024-2029
					Procurement System Updates	Seminar/Training	6,500.00	2024-2029
51	**Rosario, Aesel Joy**	Records Officer I		Bachelor of Science in Information Technology	Records Manangement, Archiving and Preservation, Data Privacy and Protection, Records and Information Security	Attendance to trainings and seminars	75,000.00	* every 3rd quarter of the year
						online trainings	5,000.00	* every 1st or 2nd quarter of the year

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52	**Yang, Faith Lawrence**	Admin. Officer II/Budget Officer I		BS in Accountancy	Governance of Financial Resources, Budget Utilization Management	Attendance to trainings and seminars	120,000.00	2024-2029
53	**Paguyo, Jerreldyne**	Admin. Assistant II/Budget Assistant		BS in Accountancy	Maintenance of Budget Records and Reports	Attendance to trainings and seminars	120,000.00	2024-2029
54	**Gerardo, Cesar**	Security Guard I		BS Marine Transpo	First Aid & Basic Life Support Training	Seminar/Training	15,000.00	2024-2027
					Trainer Refresher for the renewal of Security	Seminar/Training	10,000.00	2024-2027
					Mental Health Training	Seminar/Training	3,000.00	2024-2027
55	**Taguba, Marito**	Security I		HS Grad	First Aid & Basic Life Support Training	Seminar/Training	15,000.00	2024-2027
					Trainer Refresher for the renewal of Security	Seminar/Training	10,000.00	2024-2027
					Mental Health Training	Seminar/Training	3,000.00	2024-2027
56	**Alvarez, Auvifer**	Watchman I		BS Industrial Education	First Aid & Basic Life Support Training	Seminar/Training	15,000.00	2024-2027
					Trainer Refresher for the renewal of Security	Seminar/Training	10,000.00	2024-2027
					Mental Health Training	Seminar/Training	3,000.00	2024-2027
					Cookery and Food Processing	Seminar/Training	5,000.00	2024-2027
57	**Salva, Catherine**	HRMO		Master in Library and Information Science	Human Resource and Management	Attendance to seminar/training	20000 (yearly)	Every 2nd or 3rd quarter of the year
					CSC Updates	Attendance to seminar/training	15,000.00	Every 2nd or 3rd quarter of the year
					GSIS Updates	Attendance to seminar/training	15,000.00	Every 2nd or 3rd quarter of the year

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No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
					Excel and Microsoft Office Training	Attendance to seminar/training	10,000.00	Every 2nd or 3rd quarter of the year
					Employees' Compensation Program	Online Seminar/training	5,000.00	Every 2nd or 3rd quarter of the year
58	**Agatep, May Ann**	HRMA		Master of Science in Nursing	Human Resource and Management	Attendance to seminar/training	100,000.00	Every 2nd or 3rd quarter of the year
					CSC Updates	Attendance to seminar/training	15,000.00	Every 2nd or 3rd quarter of the year
					GSIS Updates	Attendance to seminar/training	15,000.00	Every 2nd or 3rd quarter of the year
					Excel and Microsoft Office Training	Attendance to seminar/training	10,000.00	Every 2nd or 3rd quarter of the year
					Employees' Compensation Program	Online Seminar/training	5,000.00	Every 2nd or 3rd quarter of the year
		HRMA / Campus Nurse		Master of Science in Nursing	First Aid & Basic Life Support Training	Seminar/Training	15,000.00	Yearly
59	**Ramil, Rayluck Joy**	Security Guard-COS		BS Crim Under Grad	First Aid & Basic Life Support Training	Attendance to seminar/training	15,000.00	2024-2027
					Trainer Refresher for the renewal of Security	Attendance to seminar/training	10,000.00	2024-2027

CAGAYAN STATE UNIVERSITY
Lasam, Cagayan

FACULTY AND STAFF DEVELOPMENT PLAN
For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
					Cookery and Food Processing	Attendance to seminar/training	3,000.00	2024-2027
60	**Torres, Julius**	Admin Aide-COS		BS Industrial Tech	EPAS III	Attendance to seminar/training	10,000.00	2024-2027
					TM Training	Attendance to seminar/training	10,000.00	2024-2027
					NC III for Motor Control	Attendance to seminar/training	10,000.00	2024-2027
61	**Cortez, Xyryl Xendryx**	Administrative Aide-Contract of Service		Bachelor's Degree	1. Media Creation and Documentation 2. Graphics Design	Training Programs, Conferences, Workshops and Seminars (Actual and Online)	10,000.00	2025
62	**Bautista, Lerissa**	Admin. Asst.1/Admission Officer/Registrar		BS Information Technology	Technology and System Automation	Seminar/Training	3,000.00	2025
					Records Management and Archiving	Seminar/Training	2,000.00	2026
					Data Privacy and Protection	Seminar/Training	2,000.00	2026
					Customer Service Excellence	Seminar/Training	2,000.00	2027
					Leadership and Team Development	Seminar/Training	2,000.00	2027
					Disaster Recovery	Seminar/Training	2,000.00	2028
					Ethical considerations and responsibilities of the office	Seminar/Training	2,000.00	2026
63	**Ulita, Faithe**	Admission and Registrar Staff		BS Information Technology	Technology and System Automation	Seminar/Training	3,000.00	2025
					Records Management and Archiving	Seminar/Training	2,000.00	2026
					Data Privacy and Protection	Seminar/Training	2,000.00	2026
					Customer Service Excellence	Seminar/Training	2,000.00	2027
					Leadership and Team Development	Seminar/Training	2,000.00	2027
					Disaster Recovery	Seminar/Training	2,000.00	2028

CAGAYAN STATE UNIVERSITY
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FACULTY AND STAFF DEVELOPMENT PLAN
For the period 2024-2028

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					Ethical considerations and responsibilities of the office	Seminar/Training	2,000.00	2026
64	**Fieror, Juliecon**	Campus Librarian		Master in Library and Information Science	Trends in Library Services : a) Integrated Library Systems and Automated Services; b) Electronic Resources Subscription; c) Collections Management	Attendance to conventions and workshops of the Accredited Professional Organization for Phillipine Librarians Association, Inc. (PLAI) and Webinars conducted by the Department of Science and Technology-Science and Technology Information Institute (DOST-STII) and other government and private institutions/agencies offering learning opportunities and seminars.	30,000.00	Every 2nd and 4th Quarter of every academic year
65	**Danao, Dominador**	Admin Aide-COS		HS Graduate	NC in Carpentry	Seminar/Training	5,000.00	2024-2025
					NC Electrical	Seminar/Training	5,000.00	2024-2025
					NC Plumbing	Seminar/Training	5,000.00	2024-2025
					Bangko Sentral ng Pilipinas (BSP) Seminar on Philippine Currency LEGITeracy	Seminar/Training	5,000.00	2024-2025
					Procurement System Updates	Seminar/Training	10,000.00	2024-2026
					Government Accounting, Auditing/Finance Standards/ Laws Updates	Seminar/Training	15,000.00	2024-2029

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FACULTY AND STAFF DEVELOPMENT PLAN
For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion
66	**Madeline I. Corpuz**	Campus Cashier		Master in Business Administration	Laws and Regulations on Governement Expenditures (LARGE)	Seminar/Training	15,000.00	2024-2029
					Seminar/Workshop on Professional and Personal Development	Seminar/Training	10,000.00	2024-2029
67	**Michele C.ateo**	Admin Aide I		BS in Business Administration	Bangko Sentral ng Pilipinas (BSP) Seminar on Philippine Currency LEGITeracy	Seminar/Training	5,000.00	2024-2025
					Government Accounting, Auditing/Finance Standards/ Laws Updates	Seminar/Training	10,000.00	2024-2026
					Procurement System Updates	Seminar/Training	15,000.00	2024-2029
68	**Charlie Malabad**	Admin Aide I		HS Grad	Seminar/Workshop on Professional and Personal Development	Seminar/Training	10,000.00	2024-2026
					First Aid & Basic Life Support Training	Seminar/Training	15,000.00	2024-2026
				RA 9003 training on waste segration	RA 9003 training on waste segration	Seminar/Training	5,000.00	2024-2026
Subtotal (Administrative Personnel)							**1,471,500.00**	
Grand Total							**9,122,000.00**	

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FACULTY AND STAFF DEVELOPMENT PLAN
For the period 2024-2028

No.	Name of Faculty	Faculty Rank	Subject Taught/being taught	Highest Degree Attained	Priority Areas for Development	Mode of Attainment	Estimated Budgetary Requirement	Period of Completion

Prepared By

JUDELYN C. CANTOR, MAED
Dean, Cted/Academic Coordinator

WILFREDO PERCIANO,MAED
Dean, CIT

JAKE G. MAGGAY, DIT
Dean, CICS

JENNYLYN ALNAJES
Training Officer/Admin and Finace Coord

Recommening Approval

FLORANTE VICTOR M. BALATCO, PhD
Campus Executive Officer

Approved By:

ARTHUR G. IBANEZ, PhD., ASEAN ENGR.
OIC- University President

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
COLLEGE OF ENGINEERING AND ARCHITECTURE
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS ENGINEERING													
CABADDU, MARC ANGELO T.	Mechanical Engineering	Instructor III	Juris Doctor		Applications in Engineering mechanics		Training for Test Engineers/NC Trainings		Instrumentation and Control Systems		Fundamental Skills in Engineering Design		
CABILDO, JAMES B.	Master of Science in Agriculture Education	Asso. Prof II	Ph.D. in Agricultural Engineering (on-going)	80, 000.00 Dissertation Assistance	RDE Impact assessment tool crafting		Training for Test Engineers/NC Trainings		Instrumentation and Control Systems		Machine Learning with Python		Technology Commercialization
DE LEON, RICHMOND S.	BS in Agricultural and Biosystems Engineering		Master of Science in Agricultural Engineering-Major in AB Machinery & Mechanization		Instructional Material Development	DOST-ERDT	Training for Test Engineers/NC Trainings		Instrumentation and Control Systems		Fundamental Skills in Engineering Design		Machine Learning with Python
DENIEGA, KEVIN M.	BS in Agricultural and Biosystems Engineering	Lecturer	Master of Science in Agricultural Engineering-Major in AB Machinery & Mechanization		Instructional Material Development	DOST-ERDT	Training for Test Engineers/NC Trainings		Instrumentation and Control Systems		Fundamental Skills in Engineering Design		Machine Learning with Python
GARCIA, ELAINE ANN R.	BS in Agricultural and Biosystems Engineering	Instructor I	Master of Science in Agricultural Engineering-Major in Land and Water Resources Development (on going)	40, 000.00 Thesis Assistance	RDE impact assessment tool crafting		Geotagging Technology		ArcGIS Training		Training on Statistics Applied in AB Engineering		
GUZMAN, JUNEL B.	PhD in Environmental Science	Professor IV											

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FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
MABBORANG, POLICARPIO L., JR.	Doctor in Public Administration	Associate Professor V	Post Doctorate Studies				Training for Test Engineers/NC Trainings		ArcGIS Training				
MARTIN, BUENCAMINO C.	Mechanical Engineering/ Engineering Sciences	Associate Professor III			Applications in Engineering mechanics		Training for Test Engineers/NC Trainings						
RABANERA, JENNYFER D.	MS Agricultural Engineering Major in Bio-Process Engineering (UPLB)	Assistant Professor IV	Ph.D. in Agricultural Engineering			DOST-ERDT/ Foreign Scholarship	RDE impact assessment tool crafting		Instrumentation and Control Systems		Machine Learning with Python		Technology Commercialization
SUOR, AZEREEL C.	BS in Agricultural and Biosystems Engineering	Instructor I	MS Agricultural Engineering Major in Land and Water Resources Engineering (on going)	DOST-ERDT	Instructional Material Development	To finish 1st semester SY 23-24	Computer Applications in AB Engineering		Instrumentation and Control Systems		Machine Learning with Python		Computer Applications in AB Engineering
TABANGAY, ROLDAN ACE B.	BS in Agricultural and Biosystems Engineering	Lecturer	MS in Climate Resilience and Sustainable Development Management (on going)		Instructional Material Development		Training for Test Engineers/NC Trainings		RDE impact assessment tool crafting		Instrumentation and Control Systems		Machine Learning with Python
DEPARTMENT OF ARCHITECTURE													

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
COLLEGE OF ENGINEERING AND ARCHITECTURE
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
ABELLA, EMIL FER P.	Bachelor of Science in Architecture	Lecturer		x			Training				Seminar		
ALARIAO, MARIO JR, V.	Master of Climate Resilience and Sustainable Development Management	Instructor I	PhD in Architecture		Training				Seminar				
BANATAO, JOYCE P.	Bachelor of Science in Architecture	Instructor I	Master of Climate Resilience and Sustainable Development Management	50,000.00 thesis Assistance	Training				Seminar				
DELA CRUZ, EDMUND JR, A.	Master in Management Major in Environmental Planning	Instructor I	MS Architecture Major in Sustainable Architecture	50,000.00 thesis Assistance	Training				Seminar				
MALUPENG, EDISON HARVEY R.	Bachelor of Science in Architecture			x			Training				Seminar		
PADULIP, JOHN HERMAN P.	Master in Management Major in Environmental Planning	Instructor I	MS Architecture Major in Sustainable Architecture	50,000.00 thesis Assistance	Training				Seminar				
PIGAO, MHELFORD JUN T.	Bachelor of Science in Architecture	Lecturer	Master of Climate Resilience and Sustainable Development Management	x			Training				Seminar		
TAMAYAO, CRISTOPHER D.	Bachelor of Science in Architecture	Lecturer		x			Training				Seminar		

Republic of the Philippines
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COLLEGE OF ENGINEERING AND ARCHITECTURE
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
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					Dimensional (3D) Motion								
DEPARTMENT OF CIVIL ENGINEERING													
AGANON, ARISTOTLE JAMES	BSCE	Lecturer	MSCE							Assistance for Thesis			
CASIBANG, JOHN MICHAEL B.	MST in PHYSICS, MSCE-CEM (Academic Requirements Completed)	Assistant Professor I	Doctor of Philosophy in Civil Engineering major in Construction Engineering and Management		Structural Analysis and Design of 3-Storey ow rise Reinforced Concreting Building DO	DOST - ERDT	Geotechnical Engineering Structural Analysis and Design of Slobs and Foundation DO	DOST - ERDT	Ground Probe SSR Advanced Data Analysis Training and Certification DO	DOST - ERDT			
BATTUNG, LEMUEL JAMES	BSCE	Lecturer	MSCE	50,000 Assistance for Thesis									
BADAJOS, LEMUEL JASPER S.	BSCE	Lecturer	MSCE			50,000 Assistance for Thesis							
BELTRAN, LOUISE VICTORIA C.	BSMetE	Assistant Professor I	Master in Research Development Management	50,000 Assistance for Thesis					CASEE MEFE Conference	Assistance for Thesis			
CABALBAG, JOSEPH R.	MECE	Asst. Prof. II	Doctor of Philosophy					DOST - ERDT		DOST - ERDT		DOST - ERDT	
CALAPINI, FRANCES LORANE T.	MSCE	Instructor 1	Doctor of Philosophy in Civil Engineering	DOST - ERDT		DOST - ERDT		DOST - ERDT					

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COLLEGE OF ENGINEERING AND ARCHITECTURE
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

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PINTUCAN, FELIPE NEIL C.	BSCE	Lecturer	MSCE							Assistance for Thesis			
QUEZON, EMER T.	Doctor in Philosophy in Civil Engineering	Associate Prof. 3											
REYES, RALPH	MECE (Academic Requirements Completed)	Instructor 1	MSCE					50,000 Assistance for Thesis					
TALOSIG, JOWELL JOHN B.	MECE (Academic Requirements Completed)	Instructor 1	MSCE – Structural Engineering				Structured Analysis Training CASEE		BIM Training	DOST - ERDT		DOST - ERDT	
DEPARTMENT OF COMPUTER ENGINEERING													
BARIUAN, MARK BERNARD M.	Bachelor of Science in Computer Engineering	Lecturer			Robotics/ Microcontroller Systems		Process Simulation software		Introduction to Machine Learning with Python				
BISUECOS, BERNARD D.	Doctor in Information Technology	Assistant Professor III			Matlab for Engineers and Scientist				Instructional material devt,				
LAGGUI, NARCISA C.					RDE Trainings		Linguistic Research		Instructional material devt,		Linguistic Training		
LASAM, KRSYTAL TSCHAINE L.	Master in Information Technology	Lecturer											
MOLINA, MERVIN G.	Master in Information Technology	Instructor I	PhD in Educational Management (On-going)		Microcontroller Systems		Robotics		Computer Network				

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COLLEGE OF ENGINEERING AND ARCHITECTURE
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
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NUNAG, LAWRENCE JAY M.		Lecturer			Robotics with AI		CISCO 200-301		Advance Computer Networks				
OÑATE, ROSE JEAN B.	Master in Information Technology	Assistant Professor III	Ph. D. – Educ Mgt.	80,000 dissertation assistance			Data Science				Software Development Back-end		
PANED, JOHN WENDELL					Instructional material devt,				Language and Social Sciences				
PANED, MELODY S.	Master in Information Technology	Assistant Professor IV	MS in Computer Engineering	40,000 dissertation assistance	Introduction to Machine Learning with Python		Machine Learning: Neural Networks		Process Simulation software (SPICE)				
SALES, MARIA NIÑA DIOCETH P.	Master in Information Technology	Assistant Professor II	Ph. D. – Educ Mgt.	80,000 dissertation assistance	Software Development Front-end						Software Development Back-end		Instructional material devt,
SAMBRANA, DIANNA ROSE E.													
VIADOR, JEROME PAUL G.	BS in Computer Engineering	Instructor I	MS in Computer Engineering		Instructional material development, Process Simulation software (HDL)	DOST		DOST			Robotics		Machine Learning: Data Mining
DEPARTMENT OF ELECTRONICS ENGINEERING													
MALLILLIN, EULOGIIO NEIL A.	Master in Engineering-Major in Electronics and Communicatio	Instructor II	Doctor in Engineering Management				Seminar Training on Electronics System and Communications A.I				Training on Electronics System and Communications A.I		

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Republic of the Philippines
CAGAYAN STATE UNIVERSITY
COLLEGE OF ENGINEERING AND ARCHITECTURE
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
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	ns Engineering												
CAPILI, CRISTOPHER R.	Master in Engineering-Major in Electronics and Communicatio ns Engineering	Assistant Professor II	Foreign Exchange Student			Dissertation Assistance 25,000	Seminar Training on Electronics and Electronic System, AI	Dissertation Assistance 25,000	Seminar Training on Electronics and Electronic System, AI		Training on Electronics System and Embedded Systems, AI		
CAGUMBAY, OLIVER P.	Master of Science in Teaching-Major in Pjysics	Instructor I	Doctor of Mathematics					50,000	Seminar Training on Electronics and Electronic System, AI			50,000	Training on Electronics System and Embedded Systems, AI
PEÑA, MELOWIN M.	Master of Science in Information Technology	Instructor I	Doctor in Information Technology				Electronics and Communications System Training	45,000	Electronics and Communications System Training	45,000	Training on Electronics and Communications System	45,000	Training on Electronics and Communications System
MENDOZA, CZYIONE DAYL A.	Master in Climate Resilience and Sustainable Development Management	Lecturer	Foreign Exchange Student						Electronics and Communications System Training			Foreign Scholarship	Electronics and Communications System Training
MAGUDDAYAO, RUTH	PhD in Language Education		Post Doctoral Student			Scholarship							
VALENCIA-BANGUIBANG, MAY ANNE C.	Master of Science in Electronics Engineering	Assistant Professor II	Doctor of Philosophy in Electronics and Communications Engineering	DOST-ERDT									
STO TOMAS REZEL A.	Master of Science in Teaching-	Instructor I	Doctor of Mathematics			20, 000	Training on Electronics and	60,000			Training on Electronics and		

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Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
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	Major in Physics						Communication s System				Communications System		
DEPARTMENT OF ELECTRICAL ENGINEERING													
AGATEP, DENN A.		Asst.Prof II						60,000	Renewable Energy Training				
AGATEP BRIAN E.		Instructor I			10,000				SCADA Training		Renewable Energy Training		10,000
MARZAN, BELJAN		Lecturer			10,000		COSH Training	LabVolt Training	LabVolt Training		SCADA Training		10,000
VISAYA, ERICSON		Lecturer					COSH Training		LabVolt Training		SCADA Training		
CASAUAY, TOMAS	BSEE	Lecturer	MSIT				COSH Training		LabVolt Training		SCADA Training		
PAGULAYAN, IAN C.	MIT	Instructor I	PhD in Electrical Engineering						SCADA Training	DOST-ERDT	Renewable Energy Training	DOST-ERDT	
ORPILLA, MICHAEL B.	MS in Electrical Engineering	Asst.Prof II	PhD in Electrical Engineering										
RIVERA, LUKE MARK P.	MS in Engineering Management	Instructor I	PhD in Engineering Management		10,000				LabVolt Training		Renewable Energy Training		
IBAÑEZ, MARK ANTHONY S.	MST in Physics	Asst.Prof I	Doctor of Public Administration						SCADA Training		PhD in Electrical Engineering		
PATRICIO, ARLENE C.	MST PHYSICS	Instructor I	Doctor of Information Technology	DOST-ERDT		DOST-ERDT		DOST-ERDT	10 000				10,000
DEPARTMENT OF GEODETIC ENGINEERING													

Republic of the Philippines
Cagayan State University
CARIG CAMPUS
Carig Sur, Tuguegarao City

COLLEGE OF INFORMATION & COMPUTING SCIENCES

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
ABALETA, GLADYS, BALIUAG	MSIT	ASSI PROFIV	DIT			150 000	POWERBI Training (2700) Training / Seminar on Data Analytics		Training / Seminar on Artificial Intelligence National / International Conference on Information Communication Technologies in Education		Training / Seminar on Emerging technologies National or International Conference on Information Communication		
AGALOOS, ADELGUNDO A.	MAADSU	PROF I	Certification -Game-based Learning Design			150 000	Training/ Seminar on game-based Learning		Training/ Seminar on Integrating Games in Learning Content/ Subject		Training on Formulating a Research Framework for Game and Learning Integration		Presentation of Research Proposal

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AGPAOA, MARYGRACE, TAGUIAM	MIT	ASSI PROFI	DIT			150 000	Training / Seminar on Data Analytics						
ALAR, MICHELLE, H.	MIT	ASSI PROFII	DIT			150 000	POWERBI Training (2700)						
BALDESCO, ROVINA G.	MIT	ASSI PROFII	DIT			150 000	POWERBI Training 2700 Seminar/ Training on Programming, Data Analytics Machine Learning, Web Technologies		National/ International Conference on IT Education Seminar/ Training on Programming, Data Analytics Machine Learning, Web Technologies Research Paper Presentation and Publication		National/ International Conference on IT Education Seminar/ Training on Programming, Data Analytics Machine Learning, Web Technologies Research Paper Presentation and Publication		National/ International Conference on IT Education Seminar/ Training on Programming, Data Analytics Machine Learning, Web Technologies Research Paper Presentation and Publication
BALISI, LARRA MAE R.	MIT	ASSI PROF II	DCS			150 000	POWERBI Training (2700)	30, 000(Seminar/Trainings)	Training / Seminar on: - AI & Machine Learning, Generative	50, 000(Se	Training / Seminar on: - Cybersecurity and Privacy,	50, 000(S	Training / Seminar on: - Edge Computing, IoT and Smart Cities,

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							Training / Seminar on: - Data Analytics, Data Science, other Emerging Technologies National/ International Conference on IT Education	100,000(Scholarship)	AI, and other Emerging Technologies National/ International Conference on IT Education	minar/Trainings) 100,000(Scholarship)	Game Development - Other emerging Technologies National/ International Conference on IT Education Paper Presentation and Publication	emina r/Trainings) 100,000(Scholarship)	and other Emerging Technologies National/ International Conference on IT Education Paper Presentation and Publication
BARICAUA, ESMER C.	MSIT	ASSO PROF I	DIT			150 000	POWERBI Training (2700)						
BARICAUA, ROSALIE T.	MIT	ASSI PROF III	DIT			150 000	Training / Seminar on Data Analytics						
BAUTISTA, ANNA CLAIRE, L.	MIT	ASSI PROFI	DIT			150 000	Training/ Seminar on Data Mining / Data Analytics		Seminar/ Training on Machine Learning, Web Technologies		Seminar / Training on Information Systems in Business and Project Management		Seminar/ training on Artificial Intelligence and Machine Learning

BAYLON, RAY KIM M.	MIT	ASSI PROF III	DIT			150 000	Training / Seminar on Data Analytics and Python programming						
BICERA, GEORGE, R. JR.	MSIT	ASSI PROF II	DIT			150 000							
BRAVO, EDISON DATUL	DIT	PROF III					Training/ Seminar on Data Science Emerging Technologies		Research Presentation		Research Presentation		
BUENAOBRA, ILUMINADAS.	DPA	ASSI PROF II											
CAACBAY, SHERWIN M.	MIT	INST III	MSIT in Data Analytics			80, 000	POWERBI Training (2700) Seminar/ Training on Machine Learning, Web Technologies	10000	Training / Seminar on Data Analytics	10000			
CABASAG, VINCE GILBERT	MIT	INST III	DIT			150 000	Seminar/ Training/ Workshop on Emerging Technologies / SAP and AI Technologies		Participation on In-house/ National/ International, Research Conference		Participation on In-house/ National/ International, Research Conference		Participation on In-house/ National/ International, Research Conference

									Seminar/Training/Workshop on Emerging Technologies/ Enterprise Resource Planning and Administration		Seminar/Training/Workshop on Embedded Systems/ Mobile Computing/ Device Driven Technologies		
CALIMAG, ARLEN BERGANTE	MIT	ASSO PROF II	DIT			150 000	POWERBI Training (2700) Training / Seminar on Data Analytics		Training / Seminar on Artificial Intelligence National / International Conference on Information Communication Technologies in Education		Training / Seminar on Emerging technologies National or International Conference on Information Communication Technologies in Education		Research Presentation
CALVO, CHARMIE S.	DIT	PROF I											
CAPILI, MANNY RASOS	MIT	ASSI PROFIV	DIT			100000	Training / Seminar on Data Analytics, Python, Scala	3000	Training / Seminar on Data Analytics, Python, Scala	3000	Training / Seminar on Data Analytics, Python, Scala	3000	Training / Seminar on Data Analytics, Python, Scala

DEL CASTILLO, YSSANDRE A KNERRE	MIT	INST I	MSCS			80, 000	POWERBI Training (2700) Training on Hands-on Workshop on Automata Tools		Seminar on Turing Machines, decidability and complexity classes		Training on Innovative Approaches to Curriculum Development		Training on Designing effective research projects
DUMAYAG, DEXTER P.	MIT	ASSI PROFIV	DIT			150 000	POWERBI Training (2700) Training / Seminar on Data Analytics	10000	Seminar/Training on Machine Learning, Web Technologies	100000			
ESCOBAR DELIA THERESA CANCINO	PHDEM	ASSI PROF III	DIT			150 000							
GUZMAN, DANNIVER	MIT	ASSI PROFI	DIT			150 000	Training on Fiber Optics Splicing(NC2)	8,000	IECEP AGM	5000			
ESTEBAN, MARY ROSE	PhD/DPA	ASSO PROF I					trainings on emerging technologies POWERBI Training -2700		National / International Conference on Information Communicati on Technologies in Education Seminar / Training on Information		National / International Conference on Information Communicatio n Technologies in Education Research Presentation		Research Presentation Seminar / Training on Information Systems

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									Systems in Business and Project Management				
JAMINOLA, FERNANDO JR. MOLINA	MIT	ASSI PROF II			-DOST Smart Cities 2024 - Ecothon ASEAN 2024	-3,000 -Free	-DOST Smart Cities 2025 - Ecothon ASEAN 2025	-3,000 -Free	-DOST Smart Cities 2026 - Ecothon ASEAN 2026	-3,000 -Free	-DOST Smart Cities 2027 - Ecothon ASEAN 2027	-3,000 -Free	-DOST Smart Cities 2028 - Ecothon ASEAN 2028
LANOJAN, EMERITO AQUINO	MIT	ASSI PROF III	DIT		-DIT -DOST Smart Cities 2024	150 000 3 000	-DOST Smart Cities 2025	P3,000	-DOST Smart Cities 2026	P3,000	-DOST Smart Cities 2027	P3,000	-DOST Smart Cities 2028
MANGUSSAD, KRISTOFFER C.	MIT	ASSI PROF III	DIT				Seminar on Coaching and Technical Assistance for Badminton (₱20,000) NC II or IV Training and Assessment (₱30,000)		National or International Training in Information and Communications Technology (₱50,000)		National or International Training in Information and Communications Technology (₱100,000) DICT Trainings (Free) DICT Certifications (₱5,000)		National or International level Research Presentation (₱200,000)
MAPE, WENDY	MST-ENG	INST III	DRL			150 000	Seminar on Advanced ESL (English as a Second Language) Teaching Techniques		PAFTE National and International Convention		Training on Developing Effective Research Proposals for Grant Funding		Training on Developing Interactive Learning Modules for Higher Education

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MASIRAG, RODERICK M.	MIT	ASSI PROF IV	DIT		Training on programming, networks, data analytics and other emerging technologies National or International Conference on Information Communication Technologies in Education	150 000	POWERBI Training -2700 Training on programming, networks, data analytics and other emerging technologies National or International Conference on Information Communication Technologies in Education		Training on programming, networks, data analytics and other emerging technologies National or International Conference on Information Communication Technologies in Education		Training on programming, networks, data analytics and other emerging technologies National or International Conference on Information Communication Technologies in Education		Training on programming, networks, data analytics and other emerging technologies National or International Conference on Information Communication Technologies in Education
MASULI, CHARMAINE CALUBAQUIB	MLIS	INST III	PhD		2nd Librarians Summit 5,000.00	Dissertation Assistance 50,000.00	National/ International Congress in LIS 20,000.00 DICT Relevant Trainings	Dissertation Assistance 50,000.00	National/ International Congress in LIS 50,000.00 DICT Relevant Trainings (Free)	Scholarship Assistance 100,000.00	National/ International Congress in LIS 100,000.00 DICT Relevant Trainings (Free)		National/ International Congress in LIS 30,000.00 DICT Relevant Trainings (Free)

									Research Engagements in LIS 50,000.00		Research Engagements in LIS 75,000.00		Research Engagements in LIS 100,000.00
MENDOZA, MARK ANTHONY R.	MIT	INST III	DIT			150 000							
NADAL, GENEROSE, DANGUILAN	MIT	ASSI PROF II	DIT			150 000	Training / Seminar on Data Analytics	10,000	Seminar/Training on Machine Learning, Web Technologies	10,000			
OLI, MARIO C.	PHDMATH	ASSO PROF V											
PAGADOR, ROLANDO A.	PHDEDU	ASSI PROF III					Training /Seminar on Social Research Experiment		Training /Seminar on Social Research Experiment		Training /Seminar on Social Research Experiment		Training /Seminar on Social Research Experiment
PICO, VIRGIL VAUGHN J.	MIT	ASSI PROF I	DIT			150 000	POWERBI Training (2700) Seminar/Training on Machine Learning, Web Technologies						

QUIROLGIC O, ARGIE A.	MIT	INST III	MMMA			80 000	Training/ Seminar on 2D/3D animation/m odeling/ rigging/ compositing	10000	Training/ Seminar on Game Development	10000	Training/ Seminar on Game Development	10000	
REYES, GABBY JOHN J.	BSIT	INST I	MMMA			80, 000	Training/ Seminar on 2D/3D animation/ modeling/ rigging/ compositing	10000	Training/ Seminar on Game Development	10000	Training/ Seminar on Game Development	10000	
REYES, NORLIZAH T.	MAPSYCH	ASSI PROF III	Ph. D		Seminars/tr ainings in Gender and Developme nt/ mental health and psychology of men.	150,000	Seminars/ trainings in Gender and Developmen t/ mental health and psychology of men.		Seminars/ trainings in Gender and Development/ mental health and psychology of men.		Seminars/ trainings in Gender and Development/ mental health and psychology of men.		Seminars/ trainings in Gender and Development / mental health and psychology of men.
SEGURO, IVONNE Q.	MIT	ASSI PROF I	DIT			150 000	Seminar/Trai ning on Machine Learning, Web Technologies	10000	Training on Fiber Optics Splicing(NC2)	10000			
SEMILLA, MARIA CRISTINA C.	MIT	INS III	MSCS			80,000	POWERBI Training (2700)		Training / Seminar on Artificial Intelligence/		Training / Seminar on Artificial Intelligence/		

							Training / Seminar on Data Analytics/ python		python Training / Seminar on Game Development/ python		python Training / Seminar on Game Development/ python		
SIDDAYAO, GENERINO PAGUYU	DIT	ASSO PROF V				50,000	POWERBI Training (2700) Training / Seminar on: - Database - Data Analytic, Data Science, Machine Learning and other Emerging Technologies National/ International Conference on IT Education	50 000	Training / Seminar on: - AI & Machine Learning - Quantum Computing - 5G and Beyond - Other Emerging Technologies National/ International Conference on IT Education Paper Presentation and Publication	75 000	Training / Seminar on: - Edge Computing - Blockchain and Decentralized Technologies - other emerging Technologies National/ International Conference on IT Education	50 000	Training / Seminar on: - Latest emerging Technologies National/ International Conference on IT Education Paper Presentation and Publication
TAGUBA, CHARITO BABARAN	PHDEM	ASSO PROF II											
UANANG, MARVIN Q.	MIT	INST I	DIT			150 000							

Prepared by:

GENERINO P. SIDDAYAO, DIT
College Dean

Reviewed by:

ARMELA JOYCE U. LUCZON
Campus HRTS

CELIA FLOR T. BABARAN
Budget Officer

DR. MARICEL CAMPAÑANO
Campus Director for Academic Affairs

Endorsed by:

ENGR. ROGER P. RUMPON
Campus Executive Officer

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Training, Res. Pres., Int'l Linkages
Abad, Aldrin John S.	Master in Information Technology	Assistant Professor IV											Multimedia related, ICT (6,500.00)
Ayunon, Chirbet C.	Doctor of Philosophy in Applied Linguistics	Associate Professor IV							Linguistic Research, Quality Assurance Training (7,500.00)				
Balagan, Maribi Maria Benita E.	Doctor of Philosophy in Counseling Psychology	Professor I									Community and Rehabilitation Psychology, Data Analytics (7,500.00)		
Bautista, Babilyn C.	Master of Arts in Guidance and Counseling	Assistant Professor II	Doctor of Philosophy in Psychology								Sports Psychology, Research (6,500.00)	40,000.00	
Borja, Maryjoy A.	Doctor in Public Administration	Associate Professor II							Parliamentary Procedures, Role of NGOs in Governance, Judicial Proceedings, Comparative				

									Politics, Legislation (6,500.00)				
Caronan, Charisse C.	Master of Science in Teaching-English	Associate Professor I					Teaching Approaches, Research, Digital Literacy (6,500.00)						
Cao-wat, Kaye Chanel B.	Master of Science in English	Instructor I	Doctor of Philosophy in English Language Education								Call Center, Digital Literacy and Technology Training about BPO and Research, Communication (6,500.00)		40,000.00
Casauay, Melinda N.	Master in Public Administration	Instructor I	Master of Arts in Political Science						Political Science, Legal, Local Governance, SDGs, Public Administration, Organization and Management, Political Dynamic and Political Economy (6,500.00)		20,000.00		
Cauilan, Ana Marie C.	Master of Arts in English	Professor III	Doctor of Philosophy in English Language Education	40,000.00					Economics, Finance, Public Policy, Development, Impact Evaluation (7,500.00)				

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Chua, Melinda M.	Doctor of Philosophy in Psychology	Associate Professor I									Mental Health Programs, Financial Business Management Skills (6,500.00)		
De Leon, Jerome B.	Master of Arts in Economics	Associate Professor II	Doctor of Philosophy in Economics			40,000.00						Economics, Finance, Public Policy, Developme nt, Impact Evaluation (6500,00)	
Invierno, Bradley O.	Master of Public Administration	Assistant Professor III	Master in Political Sciences						Data Analysis for Political Sciences Studies, International Relations, Strategic Management Skills, Futures Thinking (6,500.00)	20,000.00			
Garan, Jerlyn M.	Master of Arts in English	Assistant Professor II									Social Development, Project Development, Policy Development, and Leadership Management Training (6,500.00)	40,000.00	

Gonzales, Federica N.	Doctor in Public Administration	Associate Professor III							Economics, Entrepreneurship, Livelihood Skills (6,500.00)				
Lara, Kristinne Joyce	Master of Arts in Sociology	Associate Professor V	Doctor in Public Administration			40,000.00			Research and IZN Training (7,500.00)				
Lavadia, Michael B.	Doctor of Philosophy in Education major in Language Education	Associate Professor I					Applied Linguistics, Discourse Analysis, Language Documentation, AI, Writing Assessment Qualitative Approaches in Linguistic Research (7,500.00)						
Lopez, Ma. Christine L.	Master of Science in Development Communication	Instructor I	Doctor of Development Communication								Educational & Digital Technology, Research Writing, Writing Technical Documents, Digital Communication, Media and Development, Advocacy and Social Mobilization (6,500.00)	40,000.00	
Mamba, Maria T.	Doctor of Philosophy in	Professor II	PhD in Psychology							25,000.00	Psychological Assessment,		

	Human Resource									(post-doctorate)	Qualitative Research, Artificial Intelligence, Mental Disorders and Psychotherapy, Higher Statistical Analysis (7,500.00)		
Manuel, Jomel B.	Doctor of Philosophy in Education major in Language Education	Professor III					Quantitative & Qualitative Research, Language and Literature Teaching, Leadership/Management Skills, Discourse Analysis, Instructional Materials Development, Language Testing/Assessment (7,500.00)						
Maribbay, Ricky C.	Master in Public Administration	Instructor III							Teaching Strategies, Socio-Political Update in Contemporary Times (7,500.00)				
Miguel, MA. Rachelle G.	Master of Arts in Psychology	Assistant Professor II	PhD in Psychology-Forensic					40,000.00					Dark Psychology, Big Data, AI Digitization

Republic of the Philippines
Cagayan State University
CARIG CAMPUS
Carig Sur, Tuguegarao City
Tel. No. (078) 304 - 0818

COLLEGE of HUMAN KINETICS

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
BEVERLY M. ADDUN	Ph.D in Educational Management	ASSOC PROF III			Echo Seminar on the Contiuing Capability Enhancement Training for NSTP Implementers and Educators		ADPCN Conventions in Manila 8,000.00		ADPCN Convention in Manila 8,000.00		ADPCN CConvention in Manila 8,000.00		ADPCN Convention in Manila 8,000.00
JAY-R B. BAYANI	Ph.D in Educational Management	ASSOCIATE PROFESSOR III	DPA		Seminar on Philippine Folk Dances and Cultural Identity- Philippine Folk Dance Society (PFDS) National Conference on Dance and Cultural Advocacy- National		Philippine Dance Education and Cultural Advocacy- Cultural Center of the Philippines (CCP) 15, 000.00		DanceSport Excellence: Technical Seminar for Coaches and Dancers- DanceSport Council of the Philippines, Inc. (DSCPI) 15,000.00		Asian Dance Conference- International Association for Dance Medicine & Science (IADMS) Asia-Pacific Chapter 15, 000.00		International Conference on Dance Research- World Dance Alliance (WDA) 15, 000.00

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					Commission for Culture and the Arts (NCCA)								
HANS FREYZER B. ARAO	Ph.D in Educational Management	ASST. PROF III	EdD in Physical Education		Diploma in Cultural Education 30,000 NASPESS CONVENTION 10,000 International Faculty Training 20,000 International Faculty Exchange 50,000	50,000 Dissertation Assistance	PAFTE Seminar 3,000 Research Conference 5,000 NASPESS CONVENTION 10,000 International Faculty Training 20,000 International Faculty Exchange	50,000 Dissertation Assistance	PAFTE Seminar 3,000 Research Conference 5,000 NASPESS CONVENTION 10,000 International Faculty Training 20,000 International Faculty Exchange	50,000 Dissertation Assistance	PAFTE Seminar 3,000 Research Conference 5,000 NASPESS CONVENTION 10,000 International Faculty Training 20,000 International Faculty Exchange	50,000 Dissertation Assistance	PAFTE Seminar 3,000 Research Conference 5,000 NASPESS CONVENTION 10,000 International Faculty Training 20,000 International Faculty Exchange
JAY M. BUGUINA	MA PE	ASST PROF III	PhD in Physical Education	Dissertation Assistance (50,000)	SPORTS RELATED TRAINING AND PHYSICAL EDUCATION SEMINAR	Dissertation Assistance (50,000)	SPORTS RELATED TRAINING AND PHYSICAL EDUCATION SEMINAR	Dissertation Assistance (50,000)	SPORTS RELATED TRAINING AND PHYSICAL EDUCATION SEMINAR	Dissertation Assistance (50,000)	SPORTS RELATED TRAINING AND PHYSICAL EDUCATION SEMINAR	Dissertation Assistance	SPORTS RELATED TRAINING AND PHYSICAL EDUCATION SEMINAR

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Republic of the Philippines
Cagayan State University
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Tuguegarao City 3500, Cagayan Valley, Philippines
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COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

#	Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
					Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
1	Agatep, Emely	MS Chem Ed	Associate prof 4			Attendance to National and International Seminar 50,000	NA	Attendance to International/National Conference 50,000	NA	Attendance to International/National Conference 50,000	NA	Attendance to International/National Conference 50,000	NA	Attendance to International/National Conference 50,000
2	Anastacio, Jesus M.	MST Physics	Instructor III	N/A	N/A	N/A	DOST/CHED/UNIVERSITY SCHOLARSHIP	₱10,000 - Attendance to National Seminar/ Conference ₱ 50,000 - Attendance to International Conference	DOST/CHED/UNIVERSITY SCHOLARSHIP	₱10,000 - Attendance to National Seminar/ Conference ₱ 50,000 - Attendance to International Conference	DOST/CHED/UNIVERSITY SCHOLARSHIP	₱10,000 - Attendance to National Seminar/ Conference ₱ 50,000 - Attendance to International Conference	DOST/CHED/UNIVERSITY SCHOLARSHIP	₱10,000 - Attendance to National Seminar/ Conference ₱ 50,000 - Attendance to International Conference
3	Ayque, Irene dL	Doctor of Dental Medicine	Assistant Pofessor 1	Masters in Public Health	50,000.00 - Thesis assistance for Masters	• Philippine Dental Association Annual Convention - P10,000.00 • Lucon Convention - P5,000.00 • PDA Dolfenal Convention - P5,000.00	50,000.00 - Thesis assistance for Masters	• Philippine Dental Association Annual Convention - P10,000.00 • Lucon Convention - P5,000.00 • PDA Dolfenal Convention - P5,000.00	50,000.00 - Thesis assistance for Masters	• Philippine Dental Association Annual Convention - P10,000.00 • Lucon Convention - P5,000.00 • PDA Dolfenal Convention - P5,000.00	50,000.00 - Thesis assistance for Masters	• Philippine Dental Association Annual Convention - P10,000.00 • Lucon Convention - P5,000.00 • PDA Dolfenal Convention - P5,000.00	50,000.00 - Thesis assistance for Masters	• Philippine Dental Association Annual Convention - P10,000.00 • Lucon Convention - P5,000.00 • PDA Dolfenal Convention - P5,000.00
4	Balubal, Sarah Lee P.	MST in Biology	Instructor II	PhD in Science Education	N/A	N/A	N/A	Attend Local/Regional/National/International Seminars, Training and Workshops	N/A	N/A	N/A	N/A	N/A	N/A
5	Besinga, Yvonne Grace M.	MST Chemistry	Assistant Professor III	PhD in Science Education MS-PhD in Chemistry	N/A	10,000 Attendance to Chemistry Seminars and Conferences	N/A	PhP 15,000 Attendance to National Seminar/ Conference PhP 30,000 Attendance to International Conference	CSU faculty- tuition fee scholarship (PhD in Science Education)	PhP 15,000 Attendance to National Seminar/ Conference PhP 30,000 Attendance to International Conference	CSU faculty- tuition fee scholarship (PhD in Science Education)	PhP 15,000 Attendance to National Seminar/ Conference PhP 30,000 Attendance to International Conference	DOST Scholarship (MS-PhD Chemistry)	PhP 15,000 Attendance to National Seminar/ Conference PhP 30,000 Attendance to International Conference

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COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

6	Biag, Rachel D.	MST in Biology	Associate Professor III	PhD Major in Biology	N/A	40-Hour Basic Training Course for Pollution Control Officers	N/A	Attendance to National and International Conferences P 70,000		International Linkages PhP 100,000	Post Doctoral PhP 100,000	International Linkages PhP 100,000	N/A	Attendance to National and International Conferences P 70,000
7	Binarao, Crizaldy P	Master of Science in Mathematics Eduction	Associate Professor V	N/A	N/A	Attend MSP Seminar and Conferences	N/A	Attendance to National and International Congress	N/A	N/A	N/A	N/A	N/A	N/A
8	Catulin, Andy L.	PhD in Science Ed	Professor VI			Future Thinkings Conference/ Global Summit	N/A	P30,000 International Conference	N/A	P30,000 International Conference	P 100,000 Post Doctoral	P30,000 International Conference	P50,000 Post Doctoral	30000International Confrence
9	Casibang, Joel S.	MST Mathematics	Associate Professor IV	Doctor in MAthematics Education		Attend MSP Seminar and Conferences		Attend in MSP Seminar and Conferences	50000 Dissertation Assistance	Attend in MSP Seminar and Conferences		Attend in MSP Seminar and Conferences		Attend in MSP Seminar and Conferences
10	Culili, Rommel L.	MST Chemistry	Assistant Professor III		N/A	37th Philippine Chemistry Congress	N//A	10,000 Attendance to National Conference (ICP)	100,000 Scholarship plan	50,000 Attendance to National Conference (ICP)	100,000 Scholarship plan	50,000 Attendance to National Conference (ICP)	100,000 Scholarship plan	50,000 Attendance to National Conference (ICP)
11	Dangani, Helen P.	PhD in Science Ed(on going)	Assistant Professor IV	PhD in Science Education	N/A	37th Philippine Chemistry Congress	N/A	Attendance to National and International Congress	60,000- Dissertation Assistance	Attendance to National and International Congress	60,000 Dissertation Assistance	Attendance to National and International Conference	60,000 Disertation Assistance	Attendance to National and International Conference 60,000
12	Estrella, Franz Allen C.	MS Zoology	Instructor III	PhD in Zoology	N/A	N/A	N/A	P 10,000 - Attendance to National Seminar/ Conference P 50,000 - Attendance to International Conference	N/A	P10,000 - Attendance to National Seminar/ Conference P 50,000 - Attendance to International Conference	P100,000 Post Doctoral	P10,000 - Attendance to National Seminar/ Conference P 50,000 - Attendance to International Conference	P100,000 Post Doctoral	P10,000 - Attendance to National Seminar/ Conference P 50,000 - Attendance to International Conference
13	Paat, Danilo B.	Master of Science in Mathematics Eduction	Associate Professor I	N/A	N/A	Attended Online seminars in Math	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	Quebral, Kamiel G.	BS Pharmacy	Instructor I	MST Chemistry	DOST	N/A	DOST	N/A	DOST Dissertation Allowance	N/A		50,000	100,000	
15	Ramboanga, Ester B.	Master of Science in Physics	Associate Professor IV	none	none	none	none	Attendance to National and International Seminar and Conference (Php 50,000.00)		Attendance to National and International Seminar,Conference, Congress related to Science (Php 100,000.00)		Attendance to National and International Seminar,Conference, Congress related to Science (Php 100,000.00)		Attendance to National and International Seminar,Conference, Congress related to Science (Php 100,000.00)
16	Santos, Ma. Jesusa I.	BS Environmental Science	Instructor I	MS Environmental Science	N/A	N/A	N/A	Attendance to International/National Conference 50,000	N/A	Attendance to International/National Conference 50,000	N/A	Attendance to International/National Conference 50,000	N/A	Attendance to International/National Conference 50,000
17	Soriano, Mark Anthony A.	MST Mathematics	Assistant Professor I	Ed.D. Science Education-Mathematics	P40,000 Dissertation Assistance			P15,000 - Attendance to National Seminar/ Conference P50,000 - Attendance to International Conference		P15,000 - Attendance to National Seminar/ Conference P50,000 - Attendance to International Conference		P15,000 - Attendance to National Seminar/ Conference P50,000 - Attendance to International Conference		P15,000 - Attendance to National Seminar/ Conference P50,000 - Attendance to International Conference
18	Tamayao, Jerome U.	PhD Science Ed (Disseration on going)	Instructor I	PhD in Science Education	n/a	NICHE Congress	n/a	Attendance to National and International Congress	60,000	Attendance to National and International Congress				

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
COLLEGE OF PUBLIC ADMINISTRATION
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
Alejo, Josephine D.	PhD in Educational Management	Associate Professor V			Seminar on Continuing Professional Development		Research Presentation in International Conference ₱80,000		Training Seminar on Pedagogical Approaches and Innovations - Integrating Technology in Education ₱10,000		Training Seminar on Emerging Trends and Future Directions – Impact of AI in Education ₱10,000		Seminar on: Exploring Emerging Trends and Their Impact on Teaching and Research ₱10,000
Angelito, Grace A.	Doctor of Public Administration	Associate Professor III			2024 ASPAP Annual Conference ₱4,000	Post graduate diploma in local governance	2025 ASPAP Annual Conference ₱5,000		2026 ASPAP Annual Conference ₱7,000		2027 ASPAP Annual Conference ₱7,000		2028 ASPAP Annual Conference ₱7,000
					2024 PSPA Annual Conference ₱10,000	Post graduate diploma in Public Policy Governance	2025 PSPA Annual Conference ₱10,000		2026 PSPA Annual Conference ₱10,000		2027 PSPA Annual Conference ₱10,000		2028 PSPA Annual Conference ₱10,000
					EROPA Conference		AACUP Training	2025 AACUP Annual national conference and general	EROPA Conference	2026 AACUP Annual national conference and general assembly 2026	AACUP Training	2027 AACUP Annual national conference and general	EROPA Conference

								assembly 2025				assembly 2027	
					Presentation of research paper to international fora ₱15,000		EROPA Conference		Presentation of research paper to international fora ₱15,000		EROPA Conference		Presentation of research paper to international fora ₱15,000
					International conference ₱5,000 AAPA-EROPA-AGPA-IAPA via online		Presentation of research paper to international fora ₱15,000		International conference AAPA-EROPA-AGPA-IAPA ₱4,000 via online		Presentation of research paper to international fora ₱15,000		International conference AAPA-EROPA-AGPA-IAPA ₱5,000 via online
					Instabright International guild of research and education Inc. ₱3,000		International conference ₱5,000 AAPA-EROPA-AGPA-IAPA via online		Instabright International guild of research and education Inc. ₱3,000		International conference AAPA-EROPA-AGPA-IAPA ₱4,000 via online		Instabright International guild of research and education Inc. ₱3,000
							Instabright International guild of research and education Inc. ₱3,000				Instabright International guild of research and education Inc. ₱3,000		
Bacuyag, Dennis M.	Doctor of Public Administration	Professor VI	N/A		2024 ASPAP Annual Conference		2025 ASPAP Annual Conference		2026 ASPAP Annual Conference		2027 ASPAP Annual Conference		2028 ASPAP Annual Conference
					2024 PSPA Annual Conference		2025 PSPA Annual Conference		2026 PSPA Annual Conference		2027 PSPA Annual Conference		2028 PSPA Annual Conference
					AACUP Training		AACUP Training		AACUP Training		AACUP Training		AACUP Training
							AACUP NATIONAL CONFERENCE: BAYANIHAN 2024						
Binasoy, Joel P.	Doctor of Public	Assistant Prof-IV			International Extension		Research, Extension		International Extension		Eastern Regional		

	Administration				Innovation Conference		and public Administration and Governance		Innovation Conference		Organization for Public Administration (EROPA) and UP-NCPAG		
Cabaña, Rosemarie B.	Doctor of Public Administration	Associate Professor V	None		AACUP 37th Annual national conference and general assembly 2024	Post Graduate Diploma in Public Policy Governance	AACUP 38th Annual National Conference And General Assembly 2024	Post Graduate Diploma in Public Policy Governance	2025 PQA Assessors Calibration Workshop	Certificate Course on Futures Thinking	AACUP 40th Annual National Conference And General Assembly 2024	Executive Course on Leadership, Innovation, Communication and Knowledge Management	AACUP 41st Annual National Conference And General Assembly 2024
							3rd National Conference Of The Philippines Academic Society For Climate And Disaster Resilience		IIAS Annual Conference	Certificate Course on Evidence-based Policy-Making	2026 PQA Assessors Calibration Workshop		Training Course In Risk Management
							2024 ASPA National Conference And General Assembly		AACUP 39th Annual National Conference And General Assembly 2024		International Conference on e-Democracy, e-Government and e-Society (ICDGS)		2027 PQA Assessors Calibration Workshop
							2024 ASPAP National Conference And General Assembly		4th National Conference Of The Philippines Academic Society For Climate And Disaster Resilience		5th National Conference Of The Philippines Academic Society For Climate And Disaster Resilience		6th National Conference Of The Philippines Academic Society For Climate And Disaster Resilience
							2024 PSPA International Conference		2025 ASPAP National Conference		2026 ASPAP National Conference		2027 ASPAP National Conference

									And General Assembly		And General Assembly		And General Assembly
							34th National Quality Forum		2025 PSPA International Conference		2026 PSPA International Conference		2027 PSPA International Conference
									35th National Quality Forum		36th National Quality Forum		37th National Quality Forum
									Training Course on ISO 91001:2025, ISO 31000:2018, and ISO 22301:2019		Training Course on ISO 91001:2025, ISO 31000:2018, and ISO 22301:2019		Training Course In Knowledge Management
Domingo, Shirley	Doctor of Public Administration / Ph. D in Criminology	Assistant Professor II	None	None	TOS for Criminology	N/A	Criminology Week Conferences	N/A	Criminology Week Conferences	N/A		N/A	
							Forensic Training		Forensic Training				
							Criminology Congress		Criminology Congress				
Gumabay, Arjay P.	Master in Public Administration	Instructor I	Doctor of Public Administration		Developing reading skills	Completion of study dissertation for DPA		A plan to study law		Continuation of law study		Law study continuation	
					Questioning techniques in relation to reading March 25, 2023	Compliance of local government units on e-Governance							
Maggay, Mark Joseph M.	Master in Public Administration	Instructor I	Doctor of Public Administration		CSU Scholarship		Exploring, Teaching Pedagogy and Assessment	CSU Scholarship		CSU Scholarship		CSU Scholarship	
Miguel, Janette T.	Doctor of Public Administration	Assistant Professor III							Any seminar, conference, training, research, etc. relevant to my		Very much willing to attend one that is relevant to my	Scholarship to pursue DBM ₱50000	To link with any country in which the university has access

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									field of Specialization ₱10,000		field of specialization ₱10,000		₱50,000
Navarro, Taren Anne L.	BS in Psychology	Instructor III	Master of Psychology – expected graduation January 2025	N/A	Psychological Association of the Philippines Annual Conference ₱6,500	Ph.D. in Psychology ₱40, 000	Psychological Association of the Philippines Annual Conference ₱6,500	Ph.D. in Psychology ₱40, 000	Psychological Association of the Philippines Annual Conference ₱6,500	Ph.D. in Psychology ₱40, 000	Psychological Association of the Philippines Annual Conference ₱6,500	Ph.D. in Psychology ₱40, 000	Psychological Association of the Philippines Annual Conference ₱6,500
					Trainings to research methodologies and development ₱3,000	Thesis Writing ₱35,000	Conference on Mental Health and Wellness ₱3,000		Conference on Faculty Mental Health and Wellness ₱3,000		Seminar on Burnout Prevention for Educators ₱3,000		Grant Writing and Research Funding Seminars ₱3,000
					Training on teaching pedagogy ₱3,000		Accreditation and Quality Assurance Seminars ₱3,000						
Osalvo, Bella Patricia G.	Doctor of Public Administration	Assistant Professor IV			National Association of Social Work Educators, Inc. Trainings ₱20,000		Philippine Association of Social Workers Inc.						
							National Association of Social Work Educators, Inc. Trainings ₱20,000						
Pagalilauan, Jennelyn E.	Doctor of Public Administration	Assistant Professor I							(2025) PSPA Seminars/Trainings ₱20,000				(2027) International link to Thailand
Pattaui, Reynold B.	PHD in Criminal	Associate Prof. IV	None	None	None	Training fee	Forensic training	Training fee	Forensic training	Training fee	Forensic training	Training fee	Forensic training

	Justice w/ specialization in Criminology						(Questioned Documents Examination)		(Digital Firearms Identification techniques)		(Polygraphy)		(Specialized Crime Investigation)
				None	None	Seminar fee	Professional Criminologist Association of the Philippines (PCAP) - Annual Seminar	Seminar fee	Professional Criminologist Association of the Philippines (PCAP) - Annual Seminar	Seminar fee	Professional Criminologist Association of the Philippines (PCAP) - Annual Seminar	Seminar fee	Professional Criminologist Association of the Philippines (PCAP) - Annual Seminar
				None	None	Registration fee	CHED-Professional Regulatory Board for Criminology-Consultations and Seminars	Registration fee	CHED-Professional Regulatory Board for Criminology-Consultations and Seminars	Registration fee	CHED-Professional Regulatory Board for Criminology-Consultations and Seminars	Registration fee	CHED-Professional Regulatory Board for Criminology-Consultations and Seminars
				None	None	Registration fee	Paper presentation	Registration fee	Paper presentation	Registration fee	Paper presentation	Registration fee	Paper presentation
Quigao, Sylvia leigh	Ph. D. in Psychology	Associate Professor 1	NA	None	CSU Carig Campus 2024 Operational Planning on May 27-29, 2024		PGCA 2025		PGCA 2026		PGCA 2027		PGCA 2028
					Training-Workshop on Constructive Alignment of Syllabi Toward Sustainable Development								
Sibal, Corazon A.	Doctor of Public Administration	Associate Professor V					Philippine Association of Social Workers Inc. ₱20,000		Philippine Association of Social Workers Inc. ₱20,000		Philippine Association of Social Workers Inc. ₱20,000		Philippine Association of Social Workers Inc. ₱20,000
							National Association of Social		National Association of Social Work Educators, Inc.		National Association of Social Work		National Association of Social Work

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							Work Educators, Inc. ₱20,000		₱25,000		Educators, Inc. ₱25,000		Educators, Inc. ₱25,000
									International Linkages to ASEAN School of Social Work Education ₱30,000				
Siniguian, Marlon	Master of Science in Teaching in Mathematics	Associate Professor I	Ph.D		Seminar on Math and Statistics		Seminar training on Statistical Field	Dissertation	Seminar on Math and Statistics	Dissertation Writing 2	Seminar		
Tolentino, Pacita	Master of Science in Criminology	Instructor I	Ph. D in Criminology	Dissertation Assistance	Specialization in Questioned Document Examination	Dissertation Assistance	Specialization in Questioned Document Examination	Dissertation Assistance	Specialization in Questioned Document Examination		Seminars in LEA		Seminars in LEA
					Seminars in LEA		Seminars in LEA		Seminars in LEA		Seminars in Forensic		Seminars in Forensic
					Seminars in Forensic		Seminars in Forensic		Seminars in Forensic				
Tumaliuan, Jaymie C.	Master of Science in Criminology	Instructor 1	None	None	None	Training fee	Forensic training on Personal Identification	Training fee	Forensic training (Digital Firearms Identification techniques)	Training fee	Forensic training (Questioned document)	Training fee	Forensic training (Specialized Crime Investigation)
				None	None	Dissertation Assistance /Tuition fee	Dissertation 2 to finish my PhD Degree	Seminar fee	Enhancement training on criminal law and procedures	Seminar fee	Professional Criminologist Association of the Philippines (PCAP) - Annual Seminar	Seminar fee	Professional Criminologist Association of the Philippines (PCAP) - Annual Seminar
				None	None	Training fee	Forensic training on Cyber Crime investigation techniques	Training fee	Forensic trainings on Anthropology and Odontology	Registration fee	CHED-Professional Regulatory Board for Criminology-Consultations and Seminars	Registration fee	CHED-Professional Regulatory Board for Criminology-Consultation

													s and Seminars
				None	None	Registration fee	Paper presentation	Registration fee	Paper presentation	Registration fee	Paper presentation	Registration fee	Paper presentation
Usita, Femil	Bachelor of arts in economics, and Bachelor of science in social work	Temporary Instructor I	Master in Social Work						National Convention for PASWI	₱40, 000 Thesis Assistance	National Convention for PASWI		National Convention for PASWI

Prepared by:

DENNIS M. BACUYAG, DPA
College Dean

Reviewed by:

ARMELA JOYCE U. LUCZON
Campus HRTS Officer

CELIA FLOR T. BABARAN
Budget Officer

DR. MARICEL F. CAMPAÑANO
Campus Director for Academic Affairs

Endorsed by:

ENGR. ROGER P. RUMPON, MSc
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
COLLEGE OF VETERINARY MEDICINE
Carig Campus, Tuguegarao City

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
BASSIG, BRYAN JEROME R.	Doctor of Veterinary Medicine	Assistant Professor II	Master in Public Health				30,000.00	40,000.00	30,000.00	40,000.00	30,000.00	40,000.00	30,000.00
CALAGUI, ROEL T.	Doctor of Philosophy in Agricultural Sciences	Professor III	Post-Graduate Studies/ Fellowship			50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00
CAMPAÑANO, MARICEL F.	Master of Science in Veterinary Medicine	Associate Professor V	PhD in Animal Science			50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00
CAUILAN, JOJO D.	Doctor of Philosophy in Agricultural Sciences	Associate Professor III	Post-Graduate Studies/ Fellowship			50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00
CRUZ, KATHLYN B.	Doctor of Philosophy in Agricultural Sciences	Professor III	Post-Graduate Studies/ Fellowship			50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00
PAGALILAUAN, LOUIS VOLTAIRE A.	Doctor of Veterinary Medicine	Assistant Professor IV	Master in Public Health				30,000.00	40,000.00	30,000.00	40,000.00	30,000.00	40,000.00	30,000.00
RUMBAOA, JHAYSEL G.	Master of Science in Agriculture	Associate Professor I	PhD in Animal Science			50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00	50,000.00	30,000.00

SANTOS, MARY ANN M.	Master in Public Health	Instructor III	PhD in Science Education				30,000.00	30,000.00	30,000.00	40,000.00	30,000.00	50,000.00	30,000.00
Tabil, John Michael U.	Master of Science in Agriculture	Associate Professor I	PhD in Animal Science / Vet Med				30,000.00	30,000.00	30,000.00	40,000.00	30,000.00	50,000.00	30,000.00

Prepared by:

JHAYSEL G. RUMBAOA, DVM, MS
College Dean

Reviewed by:

ARMELA JOYCE LUCZON
HRTS

CELIAFLOR BABARAN
Budget Officer

DR. MARICEL F. CAMPAÑANO
Campus Director for Academic Affairs

Endorsed by:

ENGR. ROGER P. RUMPON, MS
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Carig Campus

COLLEGE OF VETERINARY MEDICINE

FIVE YEAR FACULTY DEVELOPMENT PLAN

2024-2028

NAME	DEGREE TO BE PURSUED / TRAININGS / SEMINARS TO BE ATTENDED	AGENCY / SCHOOL TO ATTEND / SPONSORING AGENCY	TIME FRAME					SOURCE OF FUND	REMARKS
			2024	2025	2026	2027	2028		
BASSIG, BRYAN JEROME R.	MS in Public Health	Cagayan State University						FSDP FUND	On going
	PVMA Annual Convention and Scientific Conference	Philippine Veterinary Medical Association						FSDP FUND	To be attended
	Trainings / Seminars related to Veterinary Microbiology and Public Health	Philippine Society for Microbiology, Inc. / Other Professional Organizations / Government Agencies						FSDP FUND	To be attended
	Trainings / Seminars on research, animal handling and restraint	Professional Organizations / Government Agencies						FSDP FUND	To be attended
	Local and National Trainings Related to Veterinary Science and Medicine	Professional Organizations / Government Agencies						FSDP FUND	To be attended
	International Trainings / Seminars	Professional Organizations / Government Agencies						Scholarship Grant / FSDP FUND	To be applied for
	Faculty Exchange Program	USDA						Scholarship Grant / FSDP FUND	To be applied for
CALAGUI, ROEL T.	Post Graduate Studies	Abroad / By Application						FSDP FUND	By Application
	PVMA Annual Convention and Scientific Conference	Philippine Veterinary Medical Association						FSDP FUND	To be attended
	PSAS Scientific Meeting and Annual Convention	Philippine Society of Animal Science						FSDP FUND	To be attended
	Trainings/Seminars Related to Poultry/ Swine	Philippine College of Poultry Practitioners, Inc / Philippine College of Swine Practitioners						FSDP FUND	To be attended
	Faculty Exchange Program	USDA						Scholarship Grant / FSDP FUND	To be applied for

	Trainings / Seminars in Animal Production	Philippine Society of Animal Science / Other Professional Organizations						FSDP FUND	To be attended
	Local and National Trainings Related to Veterinary Science and Medicine	Professional Organizations / Government Agencies						FSDP FUND	To be attended
	International Trainings / Seminars	Professional Organizations / Government Agencies						Scholarship Grant / FSDP FUND	To be applied for
	Faculty Exchange Program	USDA						Scholarship Grant / FSDP FUND	To be applied for

Prepared by:

Jhaysel G. Rumbaoa, DVM, MS
Dean, College of Veterinary Medicine

Cagayan State University-Aparri Campus

Five (5) Year Faculty Development Plan

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Aparri Campus, Tuguegarao City

COLLEGE OF TEACHER EDUCATION
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
Acidera, Rolly A.	PhD in Education major in Educational Management	Asst. Prof. IV	PhD-Language Education		15,000.00		15,000.00		20,000.00	Tuition 30,000.00	25,000.00		30,000.00
Cariño, Kelhveen Jezrill S.	PhD in Education major in Educational Management	Asst. Prof. II	PhD in Mathematics Education		15,000.00		15,000.00	Tuition 30,000.00	20,000.00		25,000.00	Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	30,000.00
Dabbay, Jocelyn K.	Master of Arts in Practical Arts	Asst. Prof. IV	-		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Gálabay, Minerva M.	PhD in Education major in Educational Management	Assoc Prof. II	PhD in Science Education		15,000.00		15,000.00	Tuition 30,000.00	20,000.00		25,000.00	Compre Exam Fee 5,000.00 Dissertation Assistance	30,000.00

												40,000.00	
Gorospe, Marivic A.	PhD in Education major in Educational Management	Instructor I	-		15,000.00		15,000.00		20,000.00	Tuition 30,000.00	25,000.00		30,000.00
Lacambra, Marisa B.	PhD in Education major in Educational Management	Assoc Prof III	-		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Marcos, Loraine A.	MA in Education major in Educational Management	Asst Prof. I	PhD in Language Education		15,000.00		15,000.00		20,000.00	Tuition 30,000.00	25,000.00		30,000.00
Pascua, Marites C.	PhD in Education major in Educational Management	Assoc Prof. IV			15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Rabanal, Ma. Angelita S.	PhD in Education major in Educational Management	Prof. V	PhD in Science Education		15,000.00		15,000.00		20,000.00	Tuition 30,000.00	25,000.00		30,000.00
Rivera, Shallanie V.	PhD in Education major in Educational Management	Asst Prof. I	PhD in Mathematics Education		15,000.00		15,000.00	Tuition Fee 30,000.00	20,000.00		25,000.00	Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	30,000.00
Sumer, Jasmin Joy M.	Master of Arts in Education	Asst Prof II	-		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00

	major in Educational Management												
Talosa, Arlene D.	PhD in Language Education	Prof II	-		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Tamanu, Mark John M.	PhD in Education major in Educational Management	Asst Prof III	PhD in Language Education		15,000.00		15,000.00	Tuition Fee 30,000.00	20,000.00		25,000.00	Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	30,000.00
Utanes, Nargloric C.	PhD in Education major in Educational Management	Asst Prof II			15,000.00		15,000.00		20,000.00		25,000.00		30,000.00

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
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COLLEGE OF TEACHER EDUCATION
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Acidera, Rolly A.	PhD in Education major in Educational Management	Asst. Prof. IV	PhD-Language Education							Tuition 30,000.00			
Cariño, Kelhveen Jezrill S.	PhD in Education major in Educational Management	Asst. Prof. II	PhD in Mathematics Education					Tuition 30,000.00				Compre/proposal fee 5,000.00	Dissertation Assistance 40,000.00
Dabbay, Jocelyn K.	Master of Arts in Practical Arts	Asst. Prof. IV	-										
Galabay, Minerva M.	PhD in Education major in Educational Management	Assoc Prof. II	PhD in Science Education					Tuition 30,000.00				Compre/proposal fee 5,000.00	Dissertation Assistance 40,000.00
Gorospe, Marivic A.	PhD in Education	Instructor I	-							Tuition 30,000.00			

	major in Educational Management												
Lacambra, Marisa B.	PhD in Education major in Educational Management	Assoc Prof III	-										
Marcos, Loraine A.	MA in Education major in Educational Management	Asst Prof. I	PhD in Language Education							Tuition 30,000.00			
Pascua, Marites C.	PhD in Education major in Educational Management	Assoc Prof. IV											
Rabanal, Ma. Angelita S.	PhD in Education major in Educational Management	Prof. V	PhD in Science Education							Tuition 30,000.00			
Rivera, Shailanie V.	PhD in Education major in Educational Management	Asst Prof I	PhD in Mathematics Education					Tuition Fee 30,000.00				Compre/proposal fee 5,000.00	Dissertation Assistance 40,000.00
Sumer, Jasmin Joy M.	Master of Arts in Education major in Educational Management	Asst Prof II	-										

Talosa, Arlene D.	PhD in Language Education	Prof II	-										
Utanes, Nargloric C.	PhD in Education major in Educational Management	Asst Prof II						Tuition Fee 30,000.00			25,000.00	Compre/proposal fee 5,000.00	Dissertation Assistance 40,000.00

Prepared by:

ROLLY A. ACIDERA, PhD
College Dean

Reviewed by:

MARIA ABEGAILE M. PASARABA
Campus Employees Training and Scholarship Coordinator/HRMO

Endorsed by:

ENGR. AUDY R. QUEBRAL, DPA
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Aparri Campus, Tuguegarao City

COLLEGE OF HOSPITALITY MANAGEMENT

FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
SHIRLEY S. QUINTO	PhD in Education major in Educational Management	Asst. Prof. IV	Doctor of Hospitality and Tourism Management		15,000.00		15,000.00		25,000.00	Tuition Fee 40,000.00	25,000.00	Tuition Fee 40,000.00	30,000.00
DIETELINDA S. ANDRES	Ph.D. in Development (HRD)	Asso. Prof. II					15,000.00		25,000.00				
RASCHIL M. BATTUNG	Ph.D. in Educational Management (On-Going)	Asst. Prof. IV	Doctor of Hospitality and Tourism Management		15,000.00		15,000.00		25,000.00		25,000.00	Tuition Fee 40,000.00	30,000.00
REXCEL B. BRACEROS	PhD in Education major in Educational Management	Asst. Prof. III	Ph.D. in Hospitality and Tourism Management (On-Going)	Tuition Fee 20,000.00	15,000.00	Tuition Fee 20,000.00	15,000.00	Compre Exam Fee 20,000.00 Dissertation Assistance 50,000.00	25,000.00		25,000.00		30,000.00
SALLY JANE A. CABALBAG	Ph.D. in Development (HRD)	Prof. II			15,000.00		15,000.00		25,000.00				
CRISTINA A. CORTES	PhD in Education	Prof. VI					15,000.00		25,000.00				

	major in Educational Management												
CORAZON T. GARCERON	MAED major in Educational Management (w/ units)	Asso. Prof. III					15,000.00		25,000.00				
DIANA GRACE C. LICOPIT	Ph.D. in Educational Management (On-Going)	Asst. Prof. I	Doctor of Hospitality and Tourism Management		15,000.00		15,000.00		25,000.00		25,000.00	Tuition Fee 40,000.00	30,000.00
LENIMFA P. MOLINA	Ph.D. in Development (HRD)	Prof. VI			15,000.00		15,000.00		25,000.00				
GLAIZA C. COLOSAGA	Master of Arts in Hospitality Management	Instructor I	Doctor of Hospitality and Tourism Management		15,000.00		15,000.00		25,000.00	Tuition Fee 40,000.00	25,000.00	Tuition Fee 40,000.00	30,000.00

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Aparri Campus, Tuguegarao City

COLLEGE OF HOSPITALITY MANAGEMENT

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
SHIRLEY S. QUINTO	PhD in Education major in Educational Management	Asst. Prof. IV	Doctor of Hospitality and Tourism Management							Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00
RASCHIL M. BATTUNG	Ph.D. in Educational Management (On-Going)	Asst. Prof. IV	Doctor of Hospitality and Tourism Management									Tuition Fee 20,000.00	Tuition Fee 20,000.00
REXCEL B. BRACEROS	PhD in Education major in Educational Management	Asst. Prof. III	Ph.D. in Hospitality and Tourism Management (On-Going)	Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00	Compre Exam Fee 5,000.00 Dissertation Assistance 30,000.00					

DIANA GRACE C. LICOPIT	Ph.D. in Educational Management (On-Going)	Asst. Prof. I	Doctor of Hospitality and Tourism Management									Tuition Fee 20,000.00	Tuition Fee 20,000.00
GLAIZA C. COLOSAGA	Master of Arts in Hospitality Management	Instructor I	Doctor of Hospitality and Tourism Management					Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00	Tuition Fee 20,000.00

Prepared by:

SHIRLEY S. QUINTO, PhD
College Dean

Noted by:

MA. ABEGAILE M. PASARABA
HRMO/ Campus Employees Training and Scholarship Coordinator

Endorsed by:

ENGR. AUDY R. QUEBRAL, DPA
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Aparri Campus, Tuguegarao City

GRADUATE SCHOOL
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
Acidera, Rolly A.	PhD in Education major in Educational Management	Asst. Prof. IV	PhD-Language Education		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Talosa, Arlene D.	PhD in Language Education	Prof II	PhD in Education major in Educational Management		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Tamanu, Mark John M.	PhD in Education major in Educational Management	Asst Prof III	PhD in Language Education		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Billarina, Jerome A.	PhD in Education major in Educational Management	Instructor I	PhD in Language Education		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00

Ocampo, Remalyn A.	PhD in Education major in Educational Management	Asso Prof II	Doctor in Mathematics Education		15,000.00		15,000.00	Tuition 30,000.00	20,000.00		25,000.00		30,000.00
Utanes, Nargloric C.	PhD in Education major in Educational Management	Asst Prof II	Doctor in Mathematics Education Master of Science in Teaching Mathematics		15,000.00		15,000.00		20,000.00		25,000.00		30,000.00
Cariño, Kelhveen Jezrill S.	PhD in Education major in Educational Management	Asst. Prof. II	Doctor in Mathematics Education		15,000.00		15,000.00	Tuition 30,000.00	20,000.00		25,000.00		30,000.00
Rivera, Shailanie V.	PhD in Education major in Educational Management	Asst Prof II	PhD in Mathematics Education		15,000.00		15,000.00	Tuition Fee 30,000.00	20,000.00		25,000.00		30,000.00
Babas, Julieta B.	Doctor in Information Technology	Associate Prof III			Attendance to Seminars/ Conference along Managerial		Attendance on International Seminars/ Conferences		Research Conference		Attendance on International Seminars/ Conferences		Attendance on International Seminars/ Conferences
Dirain, Estela L.	Doctor in Information	Associate Prof V			Attendance to Conference		Trainings -Data		Trainings -Data		Trainings		Trainings -Data

	Technology				Leadership & IT Education		Science -AI Conference Leadership -RDE -IT		Science -AI Conference Leadership -RDE -IT		-Data Science -AI Conference Leadership -RDE -IT		Science -AI Conference Leadership -RDE -IT
Javier, Billy S.	PHD-Educational Management Doctor in Information Technology	Professor VI					-Data Science -Web Dev't -Machine Learning -Int't Research Conference		Data Structure -Web dev't -machine learning -Int'l research Confe -L&D trainings		Data Structure -Web dev't -machine learning -Int'l research Confe -L&D trainings		Data Structure -Web dev't -machine learning -Int'l research Confe -L&D trainings
Ontiveros, Marie Khadija Xynefida P.	Doctor in Information Technology	Assistant Professor III			Attendance to Conference Leadership & IT Education		Data Analytics, AI and Programmning		Trainings -Data Science -AI Conference		Trainings -Data Science -AI Conference		Trainings -Data Science -AI Conference
QUIRINO G. PASCUA	PhD in Education major Educational Management	Associate Professor IV	Doctor of Fisheries Technology major in Aquaculture	50,000.00	5,000.00	87,000.00	10,000.00	70,000.00	10,000.00		10,000.00		10,000.00

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Aparri Campus, Tuguegarao City

COLLEGE OF TEACHER EDUCATION
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Acidera, Rolly A.	PhD in Education major in Educational Management	Asst. Prof. IV	PhD-Language Education							Tuition 30,000.00			
Talosa, Arlene D.	PhD in Language Education	Prof II	PhD in Education major in Educational Management				Dissertation Assistance 40,000.00						
Tamanu, Mark John M.	PhD in Education major in Educational Management	Asst Prof III	PhD in Language Education					Tuition Fee 30,000.00				Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	
Billarina, Jerome A.	PhD in Education major in Educational Management	Instructor I	PhD in Language Education					Tuition Fee 30,000.00				Compre Exam Fee 5,000.00 Dissertation	

												Assistance 40,000.00	
Ocampo, Remalyn A.	PhD in Education major in Educational Management	Asso Prof II	Doctor in Mathematics Education					Tuition 30,000.00				Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	
Utanes, Nargloric C.	PhD in Education major in Educational Management	Asst Prof II	Doctor in Mathematics Education Master of Science in Teaching Mathematics					Tuition Fee 30,000.00				Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	
Cariño, Kelhveen Jezrill S.	PhD in Education major in Educational Management	Asst. Prof. II	PhD in Mathematics Education					Tuition Fee 30,000.00				Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	
Rivera, Shailanie V.	PhD in Education major in Educational Management	Asst Prof II	PhD in Mathematics Education					Tuition Fee 30,000.00				Compre Exam Fee 5,000.00 Dissertation Assistance 40,000.00	
Babas, Julieta B.	Doctor in Information Technology	Associate Prof III				Short/long term Post Grad Program/ Immersion		Short/long term Post Grad Program/ Immersion		Short/long term Post Grad Program/ Immersion		Short/long term Post Grad Program/ Immersion	

Dirain, Estela L.	Doctor in Information Technology	Associate Prof V				Short/long term Post Grad Program/ Immersion		Short Term Post Grad Program Faculty Immersion		Short Term Post Grad Program Faculty Immersion		Short Term Post Grad Program Faculty Immersion	
Javier, Billy S.	PHD-Educational Management Doctor in Information Technology	Professor VI				Short/long term Post Grad Program/ Immersion		Short/long term Post grad program		Short/long term Post grad program		Short/long term Post grad program	
Ontiveros, Marie Khadija Xynefida P.	Doctor in Information Technology	Assistant Professor III				Short/long term Post Grad Program/ Immersion		Short/long term Post Grad Program/ Immersion		Short/long term Post Grad Program/ Immersion		Short/long term Post Grad Program/ Immersion	
QUIRINO G. PASCUA	PhD in Education major Educational Management	Associate Professor IV	Doctor of Fisheries Technology major in Aquaculture			87,000.00	10,000.00	70,000.00	10,000.00		10,000.00		10,000.00

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Maura, Aparri, Cagayan

COLLEGE OF FISHERIES AND AQUATIC SCIENCES
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
QUIRINO G. PASCUA	PhD in Education major Educational Management	Associate Professor IV	Doctor of Fisheries Technology major in Aqua.										
HELEN GRACE P. BANGI	PhD in Marine Science	Prof. VI											
GLYCINEA M. DE PERALTA	MS in Marine Science	Assistant Prof. IV	PhD in Marine/Envi. Science										
GWYN V. MANUEL	MST in Biology	Instructor III	PhD in Science Education										
SALVADOR T. MIRANDA, JR	MS in Aquaculture	Instructor III	PhD in Aquaculture										
LIEZL P. DELA CRUZ	MAED major in Educational Administration	Instructor I	MS in Fisheries										
JANN PATRICK T. SANCHEZ	MAED major in Educational Management	Instructor I	MS in Fisheries										
JEMUEL C. FERNANDEZ	MS in Fisheries Biology (on-going)	Instructor I	PhD in Fisheries										

Prepared by:

QUIRINO G. PASCUA, PhD
College Dean

Reviewed by:

MARIA ABIGAILE M. PASARABA
Campus HR/Training Officer

Endorsed by:

ENGR. AUDY R. QUEBRAL, DPA
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Aparri, Campus, Tuguegarao City

COLLEGE OF INDUSTRIAL TECHNOLOGY
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
Prof. Marie Ann Gladys G. Delos Angeles	PhD. In Educational Manangement	PROF. V											
Lito D. Mape, Ph.D	PhD. In Educational Manangement	ASSI. PROF II	PhD in Industrial Technology		5,000		5,000		5,000		5,000		5,000
Cirilo P. Lacambra, Jr., Ph.D	PhD. In Educational Manangement	ASSI. PROF II	PhD in Industrial Technology		5,000		5,000		5,000		5,000		5,000
Marivic R. Macatuggal	15 units	ASSI. PROF II	PhD On-going		5,000		5,000		5,000		5,000		5,000
Cherry L. Baylon	Finished Academic Requirments	INSTRUCTOR I	PhD On-going		5,000		5,000		5,000		5,000		5,000

Prepared by

Margarito B. Ballad, Ph.D
College Dean

Reviewed by:

MA. ABEGAILE M. PASARABA
Campus Scholarship and Training Officer

Endorsed by:

ENGR. AUDY R. QUEBRAL, DPA
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
APARRI CAMPUS

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
PATROCINIO L. ABAD	MBA	ASSIST. PROFESSOR 4					10,000.00		10,000.00		20,000.00		
LIGAYA P. ACHUELA	MBA	Instructor III					10,000.00	50,000.00	10,000.00		20,000.00		
ELEANOR D. CANONIZADO		ASSO. PROF III					10,000.00		10,000.00		20,000.00		
VENUS LUZ M. COLOSOGA	PhD	ASSISTANT PROFESSOR III					10,000.00	50,000.00	10,000.00	10,000.00	20,000.00	25,000.00	
SENADOR V. DE LA CRUZ	MBA	Instructor III					10,000.00		10,000.00		20,000.00		
NANCY E. DONIEGO	PhD	Associate Professor I					10,000.00		10,000.00		20,000.00	25,000.00	
KATHLYN A. MATA	PhD	Prof II					10,000.00		10,000.00	10,000.00	20,000.00	25,000.00	
REMALYN A. OCAMPO	PhD	Associate Professor II					10,000.00		10,000.00	10,000.00	20,000.00	25,000.00	
MAXIMA T. SANCHEZ	PhD	Associate Professor V					10,000.00		10,000.00		20,000.00	25,000.00	

Prepared by:

PATROCINIO L. ABAD JR., CPA, MBA
College Dean

Reviewed by:

MA. ABEGAILE M. PASARABA
Campus Scholarship and Training Officer

Endorsed by:

ENGR. AUDY R. QUEBRAL, DPA
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
APARRI CAMPUS

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

Name of Faculty Member	Highest Degree Earned	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages	Scholarship Plan/ Dissertation Assistance	Attendance to Seminars, Conferences, Training, Res. Pres., Int'l Linkages
PATROCINIO L. ABAD	MBA	ASSIST. PROFESSOR 4					10,000.00		10,000.00		20,000.00		
LIGAYA P. ACHUELA	MBA	Instructor III					10,000.00	50,000.00	10,000.00		20,000.00		
ELEANOR D. CANONIZADO		ASSO. PROF III					10,000.00		10,000.00		20,000.00		
VENUS LUZ M. COLOSOGA	PhD	ASSISTANT PROFESSOR III					10,000.00	50,000.00	10,000.00	10,000.00	20,000.00	25,000.00	
SENADOR V. DE LA CRUZ	MBA	Instructor III					10,000.00		10,000.00		20,000.00		
NANCY E. DONIEGO	PhD	Associate Professor I					10,000.00		10,000.00		20,000.00	25,000.00	
KATHLYN A. MATA	PhD	Prof II					10,000.00		10,000.00	10,000.00	20,000.00	25,000.00	
REMALYN A. OCAMPO	PhD	Associate Professor II					10,000.00		10,000.00	10,000.00	20,000.00	25,000.00	
MAXIMA T. SANCHEZ	PhD	Associate Professor V					10,000.00		10,000.00		20,000.00	25,000.00	

Prepared by:

PATROCINIO L. ABAD JR., CPA, MBA
College Dean

Reviewed by:

MA. ABEGAILE M. PASARABA
Campus Scholarship and Training Officer

Endorsed by:

ENGR. AUDY R. QUEBRAL, DPA
Campus Executive Officer

CAGAYAN STATE UNIVERSITY
Lal-lo Campus
Sta. Maria, Lal-lo, Cagayan
csulalloceosoffice@gmail.com or lallo@csu.edu.ph

OFFICE OF THE CAMPUS EXECUTIVE OFFICER

OCEO-10009-TRANS-09-004

September 17, 2024

DR. MARIDEN V. CAUILAN
Vice President for Academic Affairs
Cagayan State University
Tuguegarao City, Cagayan

Thru: **DR. LIRIO GUDINA C. MANGAWIL**
Director of Instruction

Madam:

Warm greetings!

May I respectfully submit to your good office the Faculty Development Plan SY 2025-2029 of the Cagayan State University Lal-lo Campus, for your reference and perusal.

Thank you and God bless.

Very truly yours,

POLICARPIO L. MABBORANG, JR., DPA, ASEAN Engr.
Campus Executive Officer

9/18/24
8:28
gr

FACULTY DEVELOPMENT PLAN SY 2025 – 2029

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
I. INSTRUCTION									
1.1 Professional Development • Advance Studies	To ensure high performance of faculty members in their own fields of specialization	Scholarship programs	To recommend faculty for scholarships in the different Scholarship Providers	Every year 2025	Dean, Scholarship Coordinator, CEO, Faculty members Jenerwin M. Columna (Dissertation Assistance) Ralph Anjelo R. Rueco (Dissertation Assistance) Mylene T. Urbi (Dissertation Assistance) Claire R. Mendoza (Thesis Assistance) Roselyn P. Gammad (Thesis Assistance)	250,000.00 per scholar for full scholarship 40,000-50,000 for Thesis/ Dissertation Assistance	CSU, CHED, DOST, and other Scholarship Providers	Completion of Doctorate Degrees and post-graduate degrees	One-two scholars per year Faculty may just proceed to advanced studies in any year if he/she opts to personally fund his/her education.

COLLEGE OF TEACHER EDUCATION

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
				2026 2027	Allan T. Tabuyo (Doc. Deg.) Benmar Torres (Thesis Assistance) Jenny Armas (Thesis Assistance) Raquel C. Casco (Doc. Deg.) Bernie N. Wańa (Dissertation Assistance) Marisol Banganay (Thesis Assistance) Dianne Mae L. Sinco (Dissertation Assistance) Benmar Torres (Doc. Deg.) Mylene T. Urbi (Doc. Deg.)				

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
				2028 2029	Marisol Banganay (Doc. Deg.) Jamaica Balmes (Doc. Deg.) Roselyn P. Gammad (Doc. Deg) Claire R. Mendoza (Doc. Deg) Jenny Armas (Doc. Deg) Jenerwin M. Columna (Post Doc)				
• Trainings/Seminars/ Workshops	To keep faculty members abreast with recent and updated content, knowledge, and pedagogy in their areas of specialization	Attendance to local, national, and international trainings and seminars related to the faculty's field of specialization	Send faculty to seminars and trainings both at national and international levels	Every year	Faculty members of the College	250,000.00 per year	Different Professional Organizations	At most 3 seminars/ trainings for each faculty every year	

COLLEGE OF TEACHER EDUCATION

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
• Book and Instructional Material Development and Publication	To send faculty members to specialized training for Book Writing and Instructional Material Development workshops To ensure that Instructional Materials written by the faculty will be commercialized	Attendance to workshops and retraining Programs	Recommend faculty members to attend intensive workshops for book and instructional material development training Submission to publishing houses	Every year	College Dean, Training Coordinator, CEO Faculty Members	100,000.00 per year	CHED	Published / Copyrighted Book/IM	
• Benchmarking Opportunities	To visit teacher education institutions which are centers for excellence in teaching	Benchmarking	Identify Universities, Colleges, and Schools to benchmark and propose to the CEO for the conduct.		Faculty, Dean, and CEO	50,000.00 every year	COE Institutions in Teaching	Improved practices LET Rating above the national passing rate	At least 1 HEI per year

COLLEGE OF TEACHER EDUCATION

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
1.2. Internationalization	To expose faculty members to international practices in delivering quality education	Faculty Exchange Mobility	To recommend faculty members to attend faculty exchange programs in partner universities in the ASEAN region or the world.	2025-2029	College Dean. Campus Internal Partnership Coordinator, CEO,	50,000 per year	UNMAS and other partner universities of CSU	Number of faculty who completed an offshore training program	Two faculty members per year
II. RESEARCH									
2. 1 Advanced Research Training	To attend Advanced Research training	Attendance to Research Training	To recommend faculty members to attend seminars /trainings related to research	2025 - 2029	College and Campus R&D coordinators, Dean, CEO, faculty members	150,000.00 per year		Research-oriented faculty members	One published research by faculty every year
	To conduct, publish, and present research both in the national and international	Research Publication and Presentation	Establish research partnerships and linkages for R & D activities, contract research and research grants with the private sector, NGOs, LGUs, national agencies, and international funding institutions to widen the research coverage and		College and Campus R&D coordinators, Dean, CEO, faculty members	150,000.00 per year			

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			broaden the research funding base						
III. EXTENSION									
3.1 Strengthening the Numeracy and Literacy Extension Program of the College	To improve the numeracy and literacy of target beneficiaries	Attendance of both faculty and students to tutoring and programmed learning opportunities for students/pupils in adopted schools/ communities	Conduct extension programs Securing of MOA with target communities and schools	Every year	College and Campus Extension Coordinators, Dean, CEO Faculty members and students	100,000.00 per extension program	LGU	Number of clients trained and attended	
3.2. Strengthening Campus Journalism Practices in the Cooperating Schools	To improve campus journalism practices partner schools of the college	Mentoring among students and faculty of partner schools in journalism	Securing MOA with partner schools Implementation of the extension program	2025-2027	College Extension Coordinator, Campus Publication Adviser, College Dean, Faculty of Journalism and/or Language Courses	100,000	DepEd Cooperating Schools for FS and Practice Teaching Program	Number of awards received by schools in campus journalism competitions	
3.3. Adopt-a-School/Community	To help improve the quality of education in DepEd Cooperating schools and local	Designing of discipline-specific extension program for the BSED and	Securing MOA with DepEd partner schools Implementation of the extension program	2025-2027	College Extension Coordinator, College dean, All Faculty, Student representatives	10,000	DepEd Cooperating Schools and Adopted Communities	Improved Education Quality and Way of Life through an Impact Study	

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
	communities nearby the campus	BEED programs							
IV. RECRUITMENT AND HIRING PLAN									
4.1 Develop and implement effective recruitment strategies, establish clear criteria for evaluating applications and resumes, develop and implement assessment tools to evaluate candidates' qualifications, skills, and fit for the institution, ensure recruitment practices promote diversity and inclusion and all recruitment and hiring practices comply with institutional policies and legal regulations.	Hire faculty members who are committed to excellence in teaching and who can contribute to innovative and effective pedagogical practices. Ensure faculty members can mentor and guide students, enhancing their academic and professional development.	Needs Assessment and Job Analysis Obtain approval for new positions from relevant authorities or committees Write detailed job descriptions and specifications Develop a sourcing strategy to attract qualified candidates Conduct assessments, such as skills	Ensure all recruitment and hiring activities comply with legal and regulatory requirements. Maintain accurate and organized records of all recruitment and hiring processes and decisions. Ensure confidentiality and data protection for all applicant information. These activities form a comprehensive recruitment and hiring plan, ensuring a systematic, fair, and effective process to attract and hire	As needed	College Dean Human Resource Management Office Campus Executive Officer			Hiring of the most qualified applicant	

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
		tests, teaching demonstrations, or presentations	qualified candidates for the college.						
V. SUCCESSION PLAN									
Clearly identifying and documenting all critical roles within the organization that require succession planning.	To ensure the College's continuous and effective leadership and operational capability by identifying, developing, and retaining high-potential employees. This plan aims to maintain leadership, develop talent, and enhance organizational stability.	Identifying potential successors within the organization. Monitoring and improving retention rates of high-potential employees identified for succession. Developing and executing a transition plan for outgoing leaders. Ensuring minimal disruption during leadership transitions.	Implementing development programs to prepare these candidates for future roles. Ensuring successors receive training and development to build necessary leadership competencies. Periodically reviewing and updating the succession plan to reflect changes in the organizational structure or strategic direction.	2025 - 2029	Campus Executive Officer			Readiness of Successors Organizational Performance and Employee engagement and satisfaction	

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
VI. MENTORING AND COACHING PROGRAM									
6.1 Enhancing teaching, research, and administrative skills of faculty members through personalized coaching and guidance	To enhance professional development, improve teaching and learning outcomes, foster a supportive culture, build leadership capacity, and encourage research and innovation among faculty members of the college.	Program Design and Planning Training and Development for Mentors and Coaches Goal Setting and Action Planning Workshops and Training Sessions	Develop a program structure, including mentoring/coaching models (e.g., one-on-one, group, peer-to-peer). Establish criteria for selecting mentors and coaches based on expertise, communication skills, and commitment. Provide training sessions to equip mentors and coaches with effective mentoring/coaching techniques and tools. Offer ongoing professional development opportunities to enhance their skills. Encourage consistent communication and	2025-2029	Senior and Junior faculty members of the college and the University			Improved Teaching Effectiveness Increased Research Productivity Career Advancement	

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			follow-ups to track progress and address challenges. Provide incentives and rewards to acknowledge the achievements and milestones of mentees, and mentor's contributions and commitment. Continuously review and refine the program based on feedback and outcomes to enhance its impact and effectiveness.						

Prepared by:

GEMMA R. PASCUAL, PhD
College Dean

COLLEGE OF INFORMATION AND COMPUTING SCIENCES

FACULTY DEVELOPMENT PLAN
SCHOOL YEAR 2025-2029

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
I.INSTRUCTION									
1.1 Professional Development • Scholarship	To encourage faculty members pursue advance education	Application for Scholarship programs	Recommendations for faculty scholarship applicants to grantees	Every year	Dean, Scholarship Coordinator, CEO, Faculty Members (F. Ammaqui, S. Dela Vegal)	250,000.00 per scholar	CHED, DOST and other Scholarship Providers	Number of faculty members with scholarship grants	One scholar per year
• Trainings and Seminars	To develop and maintain an academically strong and technically competent faculty	Attendance to national and international trainings and seminars related to the faculty's field of specialization	Sending faculty to seminars and trainings both in national and international level	Every year	Dean, Training Coordinator, CEO	250,000.00 per year	PSITE,	Number of trained faculty members	At most 3 seminars/ trainings for each faculty every year
• National and International Certification	To apply for National and International Certification	Certification Examination/ Assessment	Require faculty to take national and international certifications	Every year	Faculty	100,000.00 per year	CHED	Number of faculty members with	At least 1 certification per year per faculty

COLLEGE OF INFORMATION AND COMPUTING SCIENCES

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			related to their fields					National/ International certification	
• Industry Immersion	To widen faculty horizons and enhance teaching and service capabilities	Industry Immersion	Develop a faculty exchange program with local and international universities and IT industries	Every year	Faculty, Dean and CEO	50,000.00 per faculty	IT Industries	Number of faculty members undergone industry immersion	
• Benchmarking	To observe best practices in other IT Universities, Colleges and Schools and implement in our college	Benchmarking	Identify Universities, Colleges and Schools to benchmark and proposed to the CEO for the conduct.		Faculty, Dean and CEO	50,000.00 every year	Other HEIs	Number of HEIs visited Number of best practices adopted	At least 1 HEI per year
1.2 Social/Cultural Development • Socialization/ Fellowship/Christmas Programs	To strengthen the camaraderie and harmonious relationship among Faculty Members	Programs	Conduct programs	Every year	Faculty Members, Dean and CEO	150,000.00 every year		Number of activities/ programs conducted	

COLLEGE OF INFORMATION AND COMPUTING SCIENCES

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
• Recreation/relaxation/ Group Dynamics	To revitalize faculty members with respect to their team-building aspects	Team-building activities	Conduct team-building activities	Every year	Faculty Members, Dean and CEO	100,000.00			
1.3 Health and Wellness Development Program • Sports Fest	To develop physical stamina and mental capacity of IT Faculty Members and to promote strong teamwork	College days	Conduct sports competition among employees of the college and provide awards	Once a year	Dean, Sports Coordinator and CEO	100,000.00 every year		Number of health and wellness programs conducted	
• Regular Zumba/Exercise	To ensure wellness of the Faculty	Zumba every MWF 4 -5	Conduct Zumba Exercise every MWF (4-5) among Faculty Members	Every year	College Socio-Cultural Coordinator, Faculty Members	10,000.00 every year			
• Annual Medical Check-up	To ensure the health of the	Medical Mission	Request for a free medical check-up	Once a year	Dean, CEO, Campus	50,000.00 every year	DOH, AFP		

COLLEGE OF INFORMATION AND COMPUTING SCIENCES

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
	Faculty Members		of the Faculty Members every year from the University and other possible linkages		Nurse and Dentist				
1.4 Spiritual Development • Recollection/Retreat	To recall sweet and happy memories of the college and to eliminate the gaps among Faculty Members	RnR	Conduct field trips for the Faculty Members	Once a yaer	Dean, CEO and Faculty Members	50,000.00 every year		Number of spiritual development activities/ programs conducted	
• Eucharistic Celebration/ Spiritual Fellowship	To instill the importance of spiritual development among faculty members	First Friday Mass	Conduct mass every first Friday of the Month	2025-2029	Dean, CEO and Faculty Members	2,500.00 per mass	Parish Church		
II. EXTENSION									
2.1 Projects/Programs	To improve computer	Computer Literacy	Conduct extension programs	2025-2029	College and Campus	20,000.00 per extension	LGU, NGOs	Number of clients	At least 2 extension

COLLEGE OF INFORMATION AND COMPUTING SCIENCES

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
	literacy of clienteles in the community and other agencies	Program	Tap the private sector and international agencies for collaborative extension programs and funding arrangements		Extension Coordinators, Dean, CEO	program		served Percentage of Satisfied Clients	programs per year
III. RESEARCH									
3. 1 Advanced Research Training	To attend Advanced Research trainings	Attendance to Research Trainings	To recommend Faculty Members to attend seminars /trainings related to research	2025-2029	College and Campus R&D coordinators, Dean, CEO, Faculty Members	150,000.00 per year		Number of faculty member trained	One published research every year
	To conduct, publish and present research both in the national and international	Research Publication and presentation	Establish research partnerships and linkages for R & D activities, contract research and research grants with the private sector, NGOs, LGUs, national agencies and the international	2025-2029	College and Campus R&D coordinators, Dean, CEO, Faculty Members	150,000.00 per year		Number of researches conducted	

COLLEGE OF INFORMATION AND COMPUTING SCIENCES

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			funding institutions to widen the research coverage and broaden the research funding base						

Prepared by:

MARY JANE B. HABON, PhD
College Dean

COLLEGE of AGRICULTURE

FACULTY DEVELOPMENT PLAN SY 2025 – 2029

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
I. INSTRUCTION									
1.1 Professional Development • Advance Studies	To ensure high performance of faculty members in their own fields of specialization	Scholarship programs	To recommend faculty for scholarships in the different Scholarship Providers	Every year	Diosa Alasaas, Roje Marie Clemente, Alan Antonio, J. Pattung, M. Fernandez, Scholarship Coordinator, CEO	250,000.00 per scholar	CHED, DOST, and other Scholarship Providers	Completion of Doctorate Degrees and post-graduate degrees	One scholar per year
• Trainings/Seminars/ Workshops	To keep faculty members abreast with recent and updated content, knowledge and pedagogy along their areas of specialization	Attendance to local, national, and international training and seminars related to the faculty's field of specialization	Send faculty to seminars and training both in national and international	Every year	M. Fernandez, D. Alasaas, Roje Marie Rosqueta, B. Pattung, Richard Rosqueta, A. Antonio, J. Pattung, A. Oandasan, R. Sawadan, R. Collado, N. Loreto, H. Pedres	250,000.00 per year	Different Professional Organizations	At most 3 seminars/ training for each faculty every year	
• Book and Instructional Material Development and Publication	To send faculty members to specialized training for Book	Attendance to workshops and retraining Programs	Recommend faculty members to attend intensive workshops for book and	Every year	M. Fernandez, D. Alasaas, Roje	100,000.00 per year	CHED	Published / Copyrighted Book/IM	

COLLEGE of AGRICULTURE

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
	Writing and Instructional Material Development workshops		instructional material development training		Marie Rosqueta, B. Pattung, Richard Rosqueta, A. Antonio, J. Pattung, A. Oandasan, R. Sawadan, R. Collado, N. Loreto, H. Pedres				
• Benchmarking Opportunities	To visit agricultural institutions which are centers for excellence in teaching and in agriculture	Benchmarking	Identify Universities, Colleges, and Schools to benchmark and propose to the CEO for the conduct.		M. Fernandez, D. Alasaas, Roje Marie Rosqueta, B. Pattung, Richard Rosqueta, A. Antonio, J. Pattung, A. Oandasan, R. Sawadan, R. Collado, N. Loreto, H. Pedres, and CEO	50,000.00 every year	College of Agriculture Institutions	Improved practices	At least 1 HEI per year
II. RESEARCH									
2. 1 Advanced Research Training	To attend Advanced Research training	Attendance to Research Training	To recommend faculty members to attend seminars	2025 - 2029	M. Fernandez, D. Alasaas, Roje Marie Rosqueta, B.	150,000.00 per year	DOST, DA, PCARRD	Research-oriented faculty members	

COLLEGE of AGRICULTURE

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			/training related to research		Pattung, Richard Rosqueta, A. Antonio, J. Pattung, A. Oandasan, R. Sawadan, R. Collado, N. Loreto, H. Pedres College and Campus R&D coordinators, CEO, faculty members				
	To conduct, publish, and present research both in the national and international	Research Publication and Presentation	Establish research partnerships and linkages for R & D activities, contract research and research grants with the private sector, NGOs, LGUs, national agencies, and international funding institutions to widen the research		College and Campus R&D coordinators, Dean, CEO, faculties	150,000.00 per year		Number of completed researches and published	One published research by faculty every year

COLLEGE of AGRICULTURE

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			coverage and broaden the research funding base						
III. EXTENSION									
3.1 Strengthening the Coffee and Poultry and Livestock Production Extension Program of the College	To improve the coffee production and poultry and livestock production of target beneficiaries	Attendance of both faculty and students to coffee production and poultry and livestock production to target beneficiaries in the community.	Conduct extension programs Securing of MOA with target communities and schools	Every year	M. Fernandez, D. Alasaas, Roje Marie Rosqueta, B. Pattung, Richard Rosqueta, A. Antonio, J. Pattung, A. Oandasan, R. Sawadan, R. Collado, N. Loreto, H. Pedres M. College and Campus Extension Coordinators, Dean, CEO and students	300,000.00 per extension program	LGU	Number of clients trained and attended	100% target will be accomplished
IV. RECRUITMENT AND HIRING PLAN									
4.1 Develop and implement effective recruitment strategies, establish clear criteria for evaluating applications and resumes, develop	Hire faculty members who are committed to excellence in	Needs Assessment and Job Analysis	Ensure all recruitment and hiring activities comply with legal and regulatory	As needed	College Dean Human Resource Management			Hiring the most qualified applicant	Food Technology and Agricultural

COLLEGE of AGRICULTURE

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
and implement assessment tools to evaluate candidates' qualifications, skills, and fit for the institution, ensure recruitment practices promote diversity and inclusion and all recruitment and hiring practices comply with institutional policies and legal regulations.	teaching and who can contribute to innovative and effective pedagogical practices. Ensure faculty members can mentor and guide students, enhancing their academic and professional development.	Obtain approval for new positions from relevant authorities or committees Write detailed job descriptions and specifications Develop a sourcing strategy to attract qualified candidates Conduct assessments, such as skills tests, teaching demonstrations, or presentations	requirements. Maintain accurate and organized records of all recruitment and hiring processes and decisions. Ensure confidentiality and data protection for all applicant information. These activities form a comprehensive recruitment and hiring plan, ensuring a systematic, fair, and effective process to attract and hire qualified candidates for the college.		Office Campus Executive Officer				Economics and Marketing major

COLLEGE of AGRICULTURE

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
V. SUCCESSION PLAN									
Clearly identifying and documenting all critical roles within the organization that require succession planning.	To ensure the College's continuous and effective leadership and operational capability by identifying, developing, and retaining high-potential employees. This plan aims to maintain leadership, develop talent, and enhance organizational stability.	Identifying potential successors within the organization. Monitoring and improving retention rates of high-potential employees identified for succession. Developing and executing a transition plan for outgoing leaders. Ensuring minimal disruption during leadership transitions.	Implementing development programs to prepare these candidates for future roles. Ensuring successors receive training and development to build necessary leadership competencies. Periodically reviewing and updating the succession plan to reflect changes in the organizational structure or strategic direction.	2025 - 2029	Campus Executive Officer			Readiness of Successors Organizational Performance and Employee engagement and satisfaction	

COLLEGE of AGRICULTURE

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
VI. MENTORING AND COACHING PROGRAM									
6.1 Enhancing teaching, research, and administrative skills of faculty members through personalized coaching and guidance	To enhance professional development, improve teaching and learning outcomes, foster a supportive culture, build leadership capacity, and encourage research and innovation among faculty members of the college.	Program Design and Planning Training and Development for Mentors and Coaches Goal Setting and Action Planning Workshops and Training Sessions	Develop a program structure, including mentoring/coaching models (e.g., one-on-one, group, peer-to-peer). Establish criteria for selecting mentors and coaches based on expertise, communication skills, and commitment. Provide training sessions to equip mentors and coaches with effective mentoring/coaching techniques and tools. Offer ongoing professional development opportunities to enhance their skills.	2025-2029	Senior and Junior faculty members of the college and the University			Improved Teaching Effectiveness Increased Research Productivity Career Advancement	

COLLEGE of AGRICULTURE

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			Encourage consistent communication and follow-ups to track progress and address challenges. Provide incentives and rewards to acknowledge the achievements and milestones of mentees, and mentor's contributions and commitment. Continuously review and refine the program based on feedback and outcomes to enhance its impact and effectiveness.						

Prepared by:

MARIBEL L. FERNANDEZ, PhD
College Dean

COLLEGE of HOSPITALITY MANAGEMENT

FACULTY DEVELOPMENT PLAN SY 2025 – 2029

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
I. INSTRUCTION									
1.1 Professional Development • Advance Studies	To ensure high performance of faculty members in their own fields of specialization	Scholarship programs	To recommend faculty for scholarships in the different Scholarship Providers	Every year	College Dean, Scholarship Coordinator, CEO	250,000.00 per scholar	CHED, DOST, and other Scholarship Providers	Completion of Doctorate Degrees and post-graduate degrees	One scholar per year
• Trainings/Seminars/ Workshops	To keep faculty members abreast with recent and updated content, knowledge and pedagogy along their areas of specialization	Attendance to local, national, and international trainings and seminars related to the faculty's field of specialization	Send faculty to seminars and trainings both in national and international	Every year	CHM Faculty members	250,000.00 per year	Different Professional Organizations	At most 3 seminars/ trainings for each faculty every year	
• Book and Instructional Material Development and Publication	To send faculty members to specialized training for Book Writing and Instructional	Attendance to workshops and retraining Programs	Recommend faculty members to attend intensive workshops for book and instructional material.	Every year	College Dean, Training Coordinator, CEO Faculty Members	100,000.00 per year	CHED	Published / Copyrighted Book/IM	

COLLEGE of HOSPITALITY MANAGEMENT

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
	Material Development workshops		development training						
• Benchmarking Opportunities	To visit teacher education institutions which are centers for excellence in teaching	Benchmarking	Identify Universities, Colleges, and Schools to benchmark and propose to the CEO for the conduct.		Faculty, Dean, and CEO	50,000.00 every year	COE Institutions of Hospitality and Tourism	Improved practices	At least 1 HEI per year
II. RESEARCH									
2. 1 Advanced Research Training	To attend Advanced Research training	Attendance to Research Training	To recommend faculty members to attend seminars /trainings related to research	2025 - 2029	College and Campus R&D coordinators, Dean, CEO, faculty members	150,000.00 per year		Research-oriented faculty members	
	To conduct, publish, and present research both in the national and international	Research Publication and Presentation	Establish research partnerships and linkages for R & D activities, contract research and research grants with the private sector,		College and Campus R&D coordinators, Dean, CEO, faculties	150,000.00 per year			One published research by faculty every year

COLLEGE of HOSPITALITY MANAGEMENT

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			NGOs, LGUs, national agencies, and international funding institutions to widen the research coverage and broaden the research funding base						
III. EXTENSION									
3.1 Strengthening the Numeracy and Literacy Extension Program of the College	To improve the numeracy and literacy of target beneficiaries	Attendance of both faculty and students to tutoring and programmed learning opportunities for students/pupils in adopted schools/ communities	Conduct extension programs Securing of MOA with target communities and schools	Every year	College and Campus Extension Coordinators, Dean, CEO Faculty members and students	100,000 per extension program	LGU/ NGAs/NGOs	Number of clients trained and attended	
IV. RECRUITMENT AND HIRING PLAN									
4.1 Develop and implement effective recruitment strategies, establish clear criteria for evaluating applications and resumes, develop and implement assessment tools to	Hire faculty members who are committed to excellence in teaching and who	Needs Assessment and Job Analysis Obtain approval	Ensure all recruitment and hiring activities comply with legal and regulatory requirements.	As needed	College Dean Human Resource Management Office			Hiring the most qualified applicant	

COLLEGE of HOSPITALITY MANAGEMENT

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
evaluate candidates' qualifications, skills, and fit for the institution, ensure recruitment practices promote diversity and inclusion and all recruitment and hiring practices comply with institutional policies and legal regulations.	can contribute to innovative and effective pedagogical practices. Ensure faculty members can mentor and guide students, enhancing their academic and professional development.	for new positions from relevant authorities or committees Write detailed job descriptions and specifications Develop a sourcing strategy to attract qualified candidates Conduct assessments, such as skills tests, teaching demonstrations, or presentations	Maintain accurate and organized records of all recruitment and hiring processes and decisions. Ensure confidentiality and data protection for all applicant information. These activities form a comprehensive recruitment and hiring plan, ensuring a systematic, fair, and effective process to attract and hire qualified candidates for the college.		Campus Executive Officer				
V. SUCCESSION PLAN									
Clearly identifying and documenting all critical roles within the	To ensure the College's	Identifying potential	Implementing development	2025 - 2029	Campus Executive Officer			Readiness of Successors	

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
organization that require succession planning.	continuous and effective leadership and operational capability by identifying, developing, and retaining high-potential employees. This plan aims to maintain leadership, develop talent, and enhance organizational stability.	successors within the organization. Monitoring and improving retention rates of high-potential employees identified for succession. Developing and executing a transition plan for outgoing leaders. Ensuring minimal disruption during leadership transitions.	programs to prepare these candidates for future roles. Ensuring successors receive training and development to build necessary leadership competencies. Periodically reviewing and updating the succession plan to reflect changes in the organizational structure or strategic direction.					Organizational Performance and Employee engagement and satisfaction	
VI. MENTORING AND COACHING PROGRAM									
6.1 Enhancing teaching, research, and administrative skills of faculty members through personalized	To enhance professional development,	Program Design and Planning	Develop a program structure, including mentoring/coaching	2025-2029	Senior and Junior faculty members of the CHM			Improved Teaching Effectiveness	

COLLEGE of HOSPITALITY MANAGEMENT

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
coaching and guidance	improve teaching and learning outcomes, foster a supportive culture, build leadership capacity, and encourage research and innovation among faculty members of the college.	Training and Development for Mentors and Coaches Goal Setting and Action Planning Workshops and Training Sessions	models (e.g., one-on-one, group, peer-to-peer). Establish criteria for selecting mentors and coaches based on expertise, communication skills, and commitment. Provide training sessions to equip mentors and coaches with effective mentoring/coaching techniques and tools. Offer ongoing professional development opportunities to enhance their skills. Encourage consistent communication and follow-ups to track		college and the University			Increased Research Productivity Career Advancement	

COLLEGE of HOSPITALITY MANAGEMENT

KRA	Objectives	Activities	Strategies	Time Frame	Person (s) Responsible	Budgetary Requirement	Linkages	Success Indicators	Remarks
			progress and address challenges. Provide incentives and rewards to acknowledge the achievements and milestones of mentees, and mentor's contributions and commitment. Continuously review and refine the program based on feedback and outcomes to enhance its impact and effectiveness.						

Prepared by:

ALTHEA A.MANUEL, MSHM, MST. HE
College Dean

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Lal-lo Campus, Tuguegarao City

COLLEGE OF AGRICULTURE
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
Maribel L. Fernandez	PhD IN AGRICULTURAL SCIENCES MAJOR IN CROP SCIENCE	Associate Professor III	Post Doctorate (Leadership and Management Program)		1- Scientific Conference 15000; trainings 10,000		1- Scientific Conference 15000; trainings 10,000		1- Scientific Conference 15000; trainings 10,000		1- Scientific Conference 15000; trainings 10,000	50,000.00	1- Scientific Conference 15000; trainings 10,000
Nestor P. Loreto	DOCTOR IN PUBLIC ADMINISTRATION	Assistant Professor II			trainings 10,000		trainings 10,000		trainings 10,000		trainings 10,000		
Diosa D. Alasaas	MS AGRICULTURAL SCIENCE MAJOR IN CROP SCIENCE	Assistant Professor I	PhD in Agricultural Science MAJOR IN CROP SCIENCE		1- training - 5000	**165,000**	1- Scientific Conference 15000; trainings 10,000	**300,000**	1- International Conference 50,000; trainings- 10,000	**300,0000**	Conference- 10,000; trainings- 10,000	**300,000**	300,000
Boyet C. Pattung	MS AGRICULTURAL SCIENCE MAJOR IN CROP SCIENCE	Assistant Professor III	PhD in Agricultural Sciences Major in Crop Science		trainings 10,000	**65,000**	trainings 10,000	**100,000**	trainings 10,000	**100,000**	trainings 10,000	**100,000**	trainings 10,000

Joyce C. Pattung	MS TEACHING MAJOR IN CHEMISTRY	Assistant Professor II	-							**300,000**		**300,000**	
Roldan D. Sawadan	MS AGRICULTURAL SCIENCE MAJOR IN ANIMAL SCIENCE	Assistant Professor II	PhD in Agricultural Science Major in Animal Science		trainings 10,000		trainings 10,000		trainings 10,000	Dissertation Assistance-50,000	trainings 10,000	Dissertation Assistance-50,000	trainings 10,000
Richard T. Rosqueta	MS AGRICULTURAL ENGINEERING MAJOR IN LAND AND WATER MGT	Instructor I	PhD in Agricultural Biosystem and Engineering		Trainings-5000		1-Scientific Conference-15000 and Training - 10,000		Training - 10000 and 1 Scientific Conference -15,000	**300,000**	10,000	**300,000**	10,000
Roje Marie A. Clemente	MS AGRICULTURAL SCIENCE MAJOR IN CROP SCIENCE	Instructor III	PhD in Rural Development		Trainings-5000	Dissertation Assistance-60,000	1-Scientific Conference-15000 and Training - 10,000	Dissertation Assistance-50,000	Training - 10000 and 1 Scientific Conference -15,000	**50,000**	10,000	**50,000**	10,000
Auggie W. Oandasan	MS AGRICULTURAL SCIENCE MAJOR IN ANIMAL SCIENCE	Instructor III	PhD in Agricultural Science Major in Animal Science		trainings 10,000		trainings 10,000		trainings 10,000	Dissertation Assistance-50,000	trainings 10,000	Dissertation Assistance-50,000	trainings 10,000
Ronel A. Collado	MS AGRICULTURAL SCIENCE MAJOR IN ANIMAL SCIENCE	Instructor I	PhD in Agricultural Science Major in Animal Science		trainings 10,000		trainings 10,000		trainings 10,000	**300,000**	trainings 10,000	**300,000**	trainings 10,000
Alan M. Antonio	BS AGRICULTURE MAJOR IN SOIL SCIENCE	Instructor I	MS in Crop Science		1- Scientific Conference 15000; trainings 10,000	**125,000**	8,000	125,000	8,000	**125,000**	10,000	**125,000**	10,000

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Lal-lo Campus, Tuguegarao City

COLLEGE OF AGRICULTURE
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Maribel L. Fernandez	PhD in Agricultural Science	Associate Professor III	Post Doctorate (Leadership and Management Program)										
Diosa D. Alasaas	MS AGRICULTURAL SCIENCE MAJOR IN CROP SCIENCE	Assistant Professor I	PhD in Agricultural Science MAJOR IN CROP SCIENCE										
Boyet C. Pattung	MS AGRICULTURAL SCIENCE MAJOR IN CROP SCIENCE	Assistant Professor III	PhD in Agricultural Sciences Major in Crop Science										
Joyce C. Pattung	MS TEACHING MAJOR IN CHEMISTRY	Assistant Professor II	-										
Roldan D.	MS AGRICULTUR	Assistant	PhD in Agricultur										

Sawadan	AL SCIENCE MAJOR IN ANIMAL SCIENCE	Professor II	al Science Major in Animal Science										
Richard T. Rosqueta	MS AGRICULTURAL ENGINEERING MAJOR IN LAND AND WATER MGT	Instructor I	PhD in Agricultural Biosystem and Engineering										
Roje Marie A. Clemente	MS AGRICULTURAL SCIENCE MAJOR IN CROP SCIENCE	Instructor III	PhD in Rural Development										
Auggie W. Oandasan	MS AGRICULTURAL SCIENCE MAJOR IN ANIMAL SCIENCE	Instructor III	PhD in Agricultural Science Major in Animal Science										
Ronel A. Collado	MS AGRICULTURAL SCIENCE MAJOR IN ANIMAL SCIENCE	Instructor I	PhD in Agricultural Science Major in Animal Science										
Alan M. Antonio	BS AGRICULTURE MAJOR IN SOIL SCIENCE	Instructor I	MS in Crop Science										

Prepared by:

MARIBEL L. FERNANDEZ, PhD
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Endorsed by:

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Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Lal-lo Campus
COLLEGE OF HOSPITALITY MANAGENT
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
JOHN KAY B. AGUIRRE	MSHM	INSTRUCTOR I	DHM		**50, 000**		**50, 000**	**150,000**	**100,000**	**190,000**	**10,000**	**10,000**	**50,000**
MARK GREOGRY V. ASEJO	MSHM	ASSOCIATE PROFESSOR II	DHM		**50, 000**		**50, 000**		100,000	150,000	100,000	100,000	**50,000**
CYRUS ARTH E. BATAN	MSHM	PAET TIME FACULTY	DHM		**50,000**	150,000	**50,000**	150,000	100,000		100,000	100,000	**50,000**
RONALD A. ESPADA	MSHM	INSTRUCTOR I	DHM		**50, 000**		**50, 000**	150,000	100,000		100,000	100,000	**50,000**
CRISALYN T. PASCUAL	MSHM	**ASSISTANT PFOESSOR III**	**DHM**	**100,000**	**50, 000**		**50, 000**	**150,000**	**100,000**		**100,000**	**100,000**	**50,000**
ALTHEA A. MANUEL	MSHM	**ASSOCIATE PROFESSOR v**	**DHM**		**50, 000**		**50, 000**		100,000	**150,000**	100,000	100,000	**50,000**
CHERR J. UDAUNDO	MSHM	**ASSIOCIATE PROFESSOR 1**	**DHM**		**50, 000**		**50, 000**	**150,000**	**100,000**	**150,000**	100,000	100,000	**50,000**
SAMMY KAY A.SANA	MSHM	**INSTRUCTOR III**	**DHM**		**50, 000**		**50, 000**		100,000	**150,000**	100,000	100,000	**50,000**
SONNY SY	BSHUM	**PART-TIME FACULTY**	**MSHM**		**50,000**		**50,00**	**100,000**	100,000		100,000	100,00	**50,000**
WANYA, CHERRY S.	Ph.D	**PROFESSOR VI**			**50,000**		**50,000**		100,000		100,000		**50,000**
GILBERTO B. ZINAMPAN	MSHM	**ASSISTANT PROFESSOR I**	**DHM**		**50, 000**		**50, 000**		**100,000**		**100,000**	**100,000**	**50,000**

Prepared by:

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Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Lal-lo Campus, Sta. Maria, Lal-lo, Cagayan

COLLEGE OF INFORMATION AND COMPUTING SCIENCES
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
Mark Anthony B. Abarca	MIT	**Assistant Professor IV**	**DIT**		10,000.00		10,000.00	40,000.00	15,000.00	40,000.00	15,000.00	100,000.00	20,000.00
Fernan W. Ammaqui	MSIT	**Associate Professor II**	**DIT**		10,000.00		10,000.00		15,000.00	40,000.00	15,000.00	40,000.00	20,000.00
Domingo B. Dela Vega Jr.	PhD-TEM	**Assistant Professor II**	-		10,000.00		10,000.00		15,000.00		15,000.00		20,000.00
Sarah Marie Joy A. Dela Vega	MIT	**Instructor I**	**DIT**		10,000.00		10,000.00	40,000.00	15,000.00	40,000.00	15,000.00	100,000.00	20,000.00
Mary Jane B. Habon	PhD-EM	**Associate Professor I**	**DIT**		10,000.00		10,000.00		15,000.00		15,000.00	40,000.00	20,000.00
Maria Donna B. Macadangdang	DME	**Associate Professor V**	-		10,000.00		10,000.00		15,000.00		15,000.00		20,000.00
Edenjoy A. Manuel	DIT	**Associate Professor III**	-		10,000.00		10,000.00		15,000.00		15,000.00		20,000.00
Robee Rose V. Pascual	MPA	**Assistant Professor III**	**DPA**		10,000.00	40,000.00	10,000.00		15,000.00		15,000.00		20,000.00
Vicky A. Sinco	MIT	**Instructor I**	**DIT**		10,000.00		10,000.00		15,000.00	100,000.00	15,000.00		20,000.00
Marlex Jay T. Serna	MIT	**Part-time**	**DIT**		10,000.00		10,000.00		15,000.00		15,000.00	40,000.00	20,000.00
Maria Clarissa L. Aquino	MIT	**Part-time**	**DIT**		10,000.00		10,000.00		15,000.00		15,000.00	40,000.00	20,000.00
CJ B. Pastor	BSCS	**Part-time**	**MSIT**		10,000.00	100,000.00	10,000.00		15,000.00		15,000.00		20,000.00

Republic of the Philippines

CAGAYAN STATE UNIVERSITY
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COLLEGE OF INFORMATION AND COMPUTING SCIENCES
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Mark Anthony B. Abarca	MIT	Assistant Professor IV	DIT										
Fernan W. Ammaqui	MSIT	Associate Professor II	DIT										
Sarah Marie Joy A. Dela Vega	MIT	Instructor I	DIT										
Mary Jane B. Habon	PhD-EM	Associate Professor I	DIT										
Robee Rose V. Pascual	MPA	Assistant Professor III	DPA										
Vicky A. Sinco	MIT	Instructor I	DIT										
Marlex Jay T. Serna	MIT	Part-time	DIT										
Maria Clarissa L. Aquino	MIT	Part-time	DIT										
CJ B. Pastor	BSCS	Part-time	MIT										

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Endorsed by:

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Republic of the Philippines
CAGAYAN STATE UNIVERSITY
LAL-LO Campus, Lal-lo, Cagayan

COLLEGE OF TEACHER EDUCATION
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP FOR POST DOCTORAL	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
BULUSAN, MARY JANE J.	MST Biology	Associate Professor II	Doctor of Education		5,000.00		15,000.00	40,000.00	20,000.00		20,000.00		20,000.00
CASCO, RAQUEL C.	MAED Filipino	Instructor 1	Doctor of Education - Filipino		5,000.00		15,000.00		20,000.00	40,000.00	20,000.00		20,000.00
CAPILI, JUVELYN D.	PhD Dev Education	Professor VI			5,000.00		15,000.00		20,000.00		20,000.00	100,000.00	
COLUMBANO, MIA Q.	Doctor in Math Education	Professor V			5,000.00		15,000.00		20,000.00		20,000.00		20,000.00
COLUMNA, JENERWIN M.	MA in Physics Educ	Instructor III	PhD in Science Education		5,000.00	40,000.00	15,000.00		20,000.00		20,000.00	100,000.00	
COLUMNA, NENETTE T.	MS Biology	Associate Professor V			5,000.00		15,000.00		20,000.00		20,000.00		20,000.00
LAGGUI, ZARINA KATE C.	MST Biology	Assistant Professor IV	PhD in Biology					40,000.00	20,000.00		20,000.00		20,000.00
LUMABAS, BABY LYN A.	PhD Educational Management	Assistant Professor II			5,000.00		20,000.00		20,000.00		20,000.00		20,000.00
PASCUAL, GEMMA R.	PhD Language Education	Professor VI			5,000.00		15,000.00		20,000.00		20,000.00		20,000.00
RUECO, RALPH ANJELO R.	MAEd English	Instructor 1	PhD in Language Education		5,000.00	40,000.00	15,000.00		20,000.00		20,000.00	100,000.00	
SINCO, DIANNE MAE L.	Master of Arts in Education	Instructor I	PhD in Educational Management		5,000.00		15,000.00		20,000.00	40,000.00	20,000.00		20,000.00
TABUYO, ALLAN T.	MST Mathematics	Assistant Professor II	PhD in Education - Math		5,000.00		20,000.00		20,000.00	40,000.00	20,000.00	100,000.00	
TOLENTINO, WYNEMA GAY	Master of Arts in Education	Instructor 1	PhD in Educational Management		5,000.00		15,000.00	40,000.00	20,000.00	40,000.00	20,000.00		20,000.00

URBI, MYLENE T.	Master of Arts in Education	Assistant Professor IV	PhD in Educational Management		5,000.00		15,000.00	40,000.00	20,000.00		20,000.00		20,000.00
WAÑA, BERNIE N.	Master of Arts in Educational Management	Assistant Professor IV			5,000.00		15,000.00		20,000.00		20,000.00		20,000.00
BALMES, JAMAICA R.	Master of Arts in Education	Part Time	PhD in Education Filipino		5,000.00		15,000.00		20,000.00	40,000.00	20,000.00		20,000.00
BANGANAY, MARISOL U.	Bachelor of Secondary Education	Part Time	Master of Arts in Education		5,000.00		15,000.00		20,000.00	40,000.00	20,000.00		20,000.00
GAMMAD, ROSELYN P.	Bachelor of Secondary Education	Part Time	Master of Arts in Education		5,000.00		15,000.00	40,000.00	20,000.00		20,000.00		20,000.00
MENDOZA, CLAIRE R.	Bachelor of Secondary Education	Part Time	Master of Arts in Education		5,000.00		15,000.00	40,000.00	20,000.00		20,000.00		20,000.00
TORRES, BENMAR B.	Bachelor of Secondary Education	Part Time	Master of Arts in Education		5,000.00		15,000.00	40,000.00	20,000.00		20,000.00		20,000.00
ARMAS, JENNY	Bachelor of Elementary Education	Staff/Part-time	Master of Arts in Education		5,000.00		15,000.00	40,000.00	20,000.00		20,000.00		20,000.00
BUTAC, MAR-NELIE D.	Bachelor of Elementary Education	Part-time	Master of Arts in Education		5,000.00		15,000.00	40,000.00	20,000.00		20,000.00		20,000.00

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
LAL-LO Campus, Lal-lo, Cagayan

COLLEGE OF TEACHER EDUCATION
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	POST MASTERAL/POST DOCTORAL	SY 2023-2024	SY 2024-2025	SY 2025-2026	SY 2026-2027	SY 2027-2028
BULUSAN, MARY JANE J.	MST Biology	Associate Professor II	Doctor of Education						
CASCO, RAQUEL C.	MAED Filipino	Instructor 1	Doctor of Education -Filipino						
COLUMNA, JENERWIN M.	MA in Physics Educ	Instructor III	PhD in Science Education						POST DOCTORAL
LAGGUI, ZARINA KATE C.	MST Biology	Assistant Professor IV	PhD in Science Education						
RUECO, RALPH ANJELO R.	MAEd English	Instructor 1	PhD in Language Education						POST DOCTORAL
SINCO, DIANNE MAE L.	Master of Arts in Education	Instructor I	PhD in Educational Management						
TABUYO, ALLAN T.	MST Mathematics	Assistant Professor II	PhD in Education -Math						POST DOCTORAL
TOLENTINO, WYNEMA GAY	Master of Arts in Education	Instructor 1	PhD in Educational Management						
URBI, MYLENE T.	Master of Arts in Education	Assistant Professor IV	PhD in Educational Management						
BALMES, JAMAICA R.	Master of Arts in Education	Part Time	PhD in Education Filipino						
BANGANAY, MARISOL U.	Bachelor of Secondary Education	Part Time	Master of Arts in Education /PhD in Education						
GAMMAD, ROSELYN P.	Bachelor of Secondary Education	Part Time	Master of Arts in Education / PhD in Education						
MENDOZA, CLAIRE R.	Bachelor of Secondary Education	Part Time	Master of Arts in Education / PhD in Education						
TORRES, BENMAR B.	Bachelor of Secondary Education	Part Time	Master of Arts in Education / PhD in Education						
ARMAS, JENNY	Bachelor of Elementary Education	Staff/Part-time	Master of Arts in Education / PhD in Education						
BUTAC, MAR-NELIE D.	Bachelor of Elementary Education	Part-time	Master of Arts in Education PhD in Education						

Prepared by:

GEMMA R. PASCUAL, PhD
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Endorsed by:

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Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus, Tuguegarao City

COLLEGE OF TEACHER EDUCATION

FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

Name of Faculty	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE T SEMINARS, CONFERENCES TRAININGS. RES PRES. INT'L LINKAGE
Agbayani, Janelyn I.	PhD in Educ'l Mgt.	Prof I			Attendance to National/International Seminars/Conferences/Trainings 15,000	-	Attendance to local seminar/ training/ conference 25,000	Postgraduate Diploma in Early Childhood Education 150,000	Attendance to International Trainings/Res Presentation 40,000 _____ Participation in Short-term Faculty Exchange Program 75,000	-	Participation in Short-term Faculty exchange Attendance to local seminar/training/ conference 70,000	-	Participation in local Seminars & Trainings /Research Presentation 40,000
Baddu, Verlino D.	PhD in Educ'l Mgt.	Asso. Prof V			Attendance to National/International Seminars/Conferences/Trainings 15,000	-	Participation in one (1) International Training or Research Presentation 45,000 _____ Attendance to one(1) local training 15,000 _____ Participation in long-term faculty exchange program 50,000	Postgraduate in Management or in Language Education 150,000	Participation in two (2) local seminars/ trainings 50,000 _____ Participation in a short-term international faculty exchange program 30,000	-	Attendance to one (1) International Training and one (1)Research Presentation 65,000	-	Participation in two (2) local seminars/ trainings 50,000 _____ Participation in a short-term international faculty exchange program 30,000
Barcena, Robert Julius V.	BS Biology	Asst. Prof II (Temp)	MST-Biology		Attendance to National/International Seminars/Conferences/Trainings	Thesis Assistance 30,000	Attendance to international training 25,000	DOST Scholarship (Doctorate Degree in Science	Attendance to Local Seminars & Trainings 15,000	DOST Scholarship (Doctorate Degree in Science Education)	Attendance to International Training and local Research Presentation		Participation in a short-term international faculty exchange program and

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira, Campus, Sanchez Mira

COLLEGE OF BUSINESS, ENTREPRENEURSHIP AND ACCOUNTANCY
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Christie Melflor L. Aguirre	Master of Business Administration	Assistant Professor II	Doctor of Business Administration										
Valentin M. Apostol	Master of Arts in Education Major in Filipino	Associate Professor I	PhD in Educational Management										
Imerinciana Mitam	Master of Business Administration	Assistant Professor I	Juris Doctor										
Allan O. de la Cruz	Ph.D.	Professor VI											
Jerehmie M. Dela Cruz	Master of Business Administration	Instructor I											
Joanna Rose U. Panergo	Master of Science in Teaching Major in Biology	Assistant Professor II	PhD in Science										
Rey D. Viloria	Master of Business Administration	Assistant Professor II											

Prepared by:

REY D. VILORIA, CPA, MBA
College Dean, CBEA

Endorsed by:

RODEL FRANCISCO T. ALEGADO, PhD
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus, Sanchez Mira, Cagayan

College of Criminal Justice Education
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
Melvin S. Atayan	Masters Degree	Associate Professor II	MPA, Pol Ad			50,000 Dissertation Assistance	50,000 International Linkages	150,000 Dissertation Assistance			35,000 Research Presentation		35,000 Attendance to Seminars and Research Presentations
Lord Mark Jayson B. ILarde	Masters Degree	Instructor I	Master of Arts in Education Major in English			100,000 PhD. Scholarship	50, 000 International linkages		35,000 Attendance to Seminars, Trainings and Conferences		35,000 Research Presentation		35,000 Attendance to Seminars and Research Presentations
Jose Sherief O. Panelo	PhD	Associate Professor II	PhD. In Criminal Justice with Specialization in Criminology				50,000 International Linkages		35,000 Attendance to Seminars, Trainings and Conferences		35,000 Research Presentation	150,000 Post Masters Studies	
Chris Ian T. Rodriguez	Masters Degree	Instructor I	Master of Science in Criminal Justice				75,000 International Linkages		35,000 Attendance to Seminars, Trainings and Conferences	150,000	35,000 Research Presentation	200,000 PhD Scholarship	

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COLLEGE OF ENGINEERING

FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/ DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES. INT'L LINKAGES	SCHOLARSHIP PLAN/ DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/ DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/ DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/ DISSERTATION ASSISTANCE	ATTENDANCE SEMINARS CONFERENCI TRAINING S RES PRES. INT'L LINKAG
Adorio, Marvin D.	MS in Agricultural Engineering	Assistant Professor I	PhD in Education				10,000.00 Seminars, Research Presentation and Conferences	DOST-ERDT Scholarship PhD in Agricultural Engineering	15,000.00 Seminars, Research Presentation and Conferences	DOST-ERDT Scholarship PhD in Agricultural Engineering	20,000.00 Seminars, Research Presentation and Conferences	DOST-ERDT Scholarship PhD in Agricultural Engineering	150,000.00 Internationa Linkages
Agcaoili, Shirly O.	MS in Agricultural Engineering	Associate Professor II	PhD in Agricultural Engineering				10,000.00 Seminars, Research Presentation and Conferences		15,000.00 Seminars, Research Presentation and Conferences		20,000.00 Seminars, Research Presentation and Conferences	250,000.00 Post Doctorate in Engineering	30,000.00 Seminars, Research Presentatior and Conference
Barrientos, Merlyn A.	BS in Agricultural Engineering	Full-Time Lecturer	MS in Agricultural Engineering				10,000.00 Seminars, Research Presentation and Conferences		15,000.00 Seminars, Research Presentation and Conferences	50,000.00 MS in Agricultural Engineering	20,000.00 Seminars, Research Presentation and Conferences	50,000.00 MS in Agricultural Engineering	30,000.00 Seminars, Research Presentatior and Conference
Galvan, John Paul D.	BS in Agricultural Engineering	Full-Time Lecturer	Professional Science Masters in Renewable Energy Engineering			50,000.00 Professional Science Masters in Renewable Energy Engineering	10,000.00 (Seminars, Research Presentation and Conferences)	50,000.00 MS in Agricultural Engineering/ PhD in Agricultural Engineering	15,000.00 (Seminars, Research Presentation and Conferences)	50,000.00 MS in Agricultural Engineering/ PhD in Agricultural Engineering	20,000.00 (Seminars, Research Presentation and Conferences)	50,000.00 PhD in Agricultural Engineering	25,000.00 (Seminars, Research Presentation and Conferences

VISION

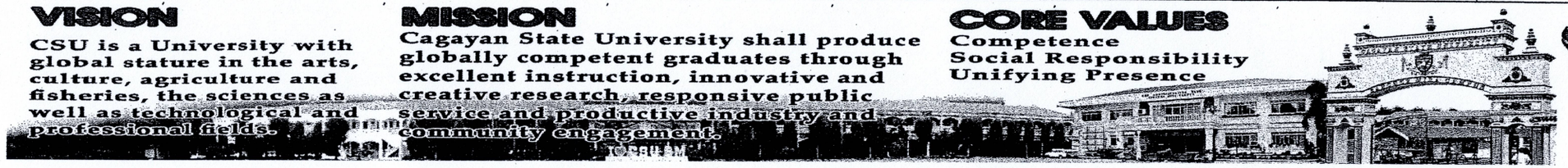
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MISSION

Cagayan State University shall produce globally competent graduates through excellent instruction, innovative and creative research, responsive public service and productive industry and community engagement.

CORE VALUES

Competence
Social Responsibility
Unifying Presence



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COLLEGE OF ENGINEERING

Labbao, Loreen Phiema I.	MS in Mathematics	Full-Time Lecturer					10,000.00 Seminars and Trainings on Mathematics, Statistics and Research		10,000.00 Seminars and Trainings on Mathematics, Statistics and Research		15,000.00 Seminars and Trainings on Mathematics, Statistics and Research	150,000.00 PhD in Mathematics	15,000.00 Seminars a Trainings c Mathemati Statistics a Research
Razote, Romar P.	BS in Agricultural Engineering	Full-Time Lecturer	MS in Agricultural Engineering			50,000.00 MS in Agricultural Engineering	10,000.00 (Seminars, Research Presentation and Conferences)	50,000.00 MS in Agricultural Engineering	10,000.00 (Seminars, Research Presentation and Conferences)	50,000.00 MS in Agricultural Engineering	10,000.00 (Seminars, Research Presentation and Conferences)		10,000.00 (Seminars, Research Presentatic and Conference
Simon, Mhell Ruth Ann C.	MS in Teaching - Mathematics	Associate Professor I	PhD in Education				10,000.00 Seminars and Trainings on Mathematical Modelling and Research	50,000.00 Dissertation Assistance	15,000.00 Seminars and Trainings on Mathematical Researches, Research Presentation	250,000.00 PhD in Mathematics Education	20,000.00 Seminars and Trainings on Mathematical Researches, Research Presentation	250,000.00 PhD in Mathematics Education	30,000.00 Seminars a Trainings o Mathematic Researches Research Presentatio

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Dean, College of Engineering

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COLLEGE OF ENGINEERING

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Adorio, Marvin D.	MS in Agricultural Engineering	Assistant Professor I	PhD in Education										
Agcaoili, Shirly O.	MS in Agricultural Engineering	Associate Professor II	PhD in Agricultural Engineering										
Barrientos, Merlyn A.	BS in Agricultural Engineering	Full-Time Lecturer	MS in Agricultural Engineering										
Galvan, John Paul D.	BS in Agricultural Engineering	Full-Time Lecturer	Professional Science Masters in Renewable Energy Engineering										
Labbao, Loreen Phiema I.	MS in Mathematics	Full-Time Lecturer											
Razote, Romar P.	BS in Agricultural Engineering	Full-Time Lecturer	MS in Agricultural Engineering										
Simon, Mhell Ruth Ann C.	MS in Teaching/ MA in Education	Associate Professor I	PhD in Education										

Prepared by:

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Dean, College of Engineering

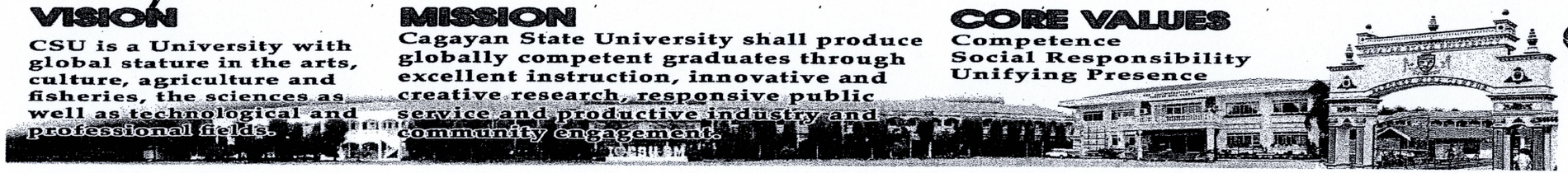
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COLLEGE OF AGRICULTURE

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

Name of Faculty	Highest Degree Attained	Present Rank	Degree being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages
BACUD, HERMIE JAY M.	BS Agriculture (Crop Science)	Instructor I	MS Agriculture (Crop Science)			10,000 MS Tuition Fee Assistance for the 2nd Semester AY 2024-2025	50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation	20,000 MS Tuition Fee Assistance (1st & 2nd Sem, AY 2025-2026) & 50,000 MS Thesis Assistance	50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation		50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation		50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation
FONTANILLA, IAN D.	MS Agriculture (Animal Science)	Instructor III	PhD Animal Science			15,000 PhD Tuition Fee Assistance (2nd Sem, AY 2024-2025)	50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation	30,000 PhD Tuition Fee Assistance (1st & 2nd Sem, AY 2024-2025)	50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation	30,000 PhD Tuition Fee Assistance (1st & 2nd Sem, AY 2026-2027) & 50,000 Dissertation Assistance	50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation		50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation, & Exchange Faculty
ILUSTRISIMO, LORNA G.	Master of Arts in Teaching (English)	Assistant Professor IV	PhD in Educational Management				50,000 Attendance to Seminars, Trainings, Conferences related to the field	50,000 Doctorate Degree	50,000 Attendance to International Conferences & Research Presentation	50,000 Doctorate Degree	50,000 Attendance to International Conferences & Research Presentation	50,000 Doctorate Degree	50,000 Attendance to International Conferences & Research Presentation

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COLLEGE OF AGRICULTURE

LEAÑO, MAY M.	MS Agriculture (Crop Science)	Assistant Professor I	PhD Crop Science			50,000 Dissertation Assistance	50,000 Attendance to Seminars, Trainings, Conferences related to the field		50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation, & Exchange Faculty	100,000 Post Doctorate Degree	50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation, & Exchange Faculty	100,000 Post Doctorate Degree	50,000 Attendance to Seminars, Trainings, International Conferences & Research Presentation, & Exchange Faculty
MARTINEZ, PHILIP CARLO JR. A.	BS Agricultural Biotechnology	Instructor I	MS Agriculture (Animal Science)				50,000 Attendance to Seminars, Trainings, Conferences related to the field	50,000 Doctorate Degree	50,000 Attendance to International Conferences & Research Presentation	50,000 Doctorate Degree	50,000 Attendance to International Conferences & Research Presentation	50,000 Doctorate Degree	50,000 Attendance to International Conferences & Research Presentation

Prepared by:

MAY M. LEAÑO, MSc
Dean, College of Agriculture

Endorsed by:

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Campus Executive Officer

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COLLEGE OF AGRICULTURE

FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

Name of Faculty	Highest Degree Attained	Present Rank	Degree being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages	Scholarship Plan / Dissertation Assistance	Attendance to Seminars, Conferences, Trainings, Research Presentation, International Linkages
BACUD, HERMIE JAY M.	BS Agriculture (Crop Science)	Instructor I	MS Agriculture (Crop Science)										
FONTANILLA, IAN D.	MS Agriculture (Animal Science)	Instructor III	PhD Animal Science										
ILUSTRISIMO, LORNA G.	Master of Arts in Teaching (English)	Assistant Professor IV	PhD in Educational Management										
LEAÑO, MAY M.	MS Agriculture (Crop Science)	Assistant Professor I	PhD Crop Science										
MARTINEZ, PHILIP CARLO JR. A.	BS Agricultural Biotechnology	Instructor I	MS Agriculture (Animal Science)										

Prepared by:

MAY M. LEAÑO, MSc
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VISION

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Sanchez Mira Campus, Cagayan

College of Hospitality Management
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
RODEL FRANCISCO T. ALEGADO	PHD IN DEVELOPMENT EDUCATION	PROFESSOR II					50,000.00 Exchange Faculty Seminars, Trainings, Conferences		50,000.00 Exchange Faculty Seminars, Trainings, Conferences		50,000.00 Exchange Faculty Seminars, Trainings, Conferences		50,000.00 Exchange Faculty Seminars, Trainings, Conferences
ANGELA B. TULIAO	MASTERS IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR III					20,000.00 Exchange Faculty Seminars, Trainings, Conferences		10,000.00 Seminars, Trainings, Conferences		20,000.00 Seminars, Trainings, Research Presentation		20,000.00 Seminars, Trainings, Research Presentation
LYNDON JOHN V. GUITTAP	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT	ASSISTANT PROFESSOR III	Doctorate in Hospitality Management			50,000.00 Scholarship plan	5,000.00 Research Presentation	50,000.00 Scholarship plan	5,000.00 Seminars, Trainings, Conferences		10,000.00 Seminars, Trainings, Conferences		10,000.00 Seminars, Trainings, Conferences
ROSCELLA T. NOGUERA	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT	ASSISTANT PROFESSOR I					10,000.00 Seminars, Trainings, Conferences		20,000.00 Seminars, Trainings, Research Presentation		30,000.00 Exchange Faculty Seminars, Trainings, Research Presentation		10,000.00 Seminars, Trainings, Conferences

KYACINTH V. PILON	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT	INSTRUCTOR III					20,000.00 Seminars, Trainings, Research Presentation		10,000.00 Seminars, Trainings, Conferences		20,000.00 Seminars, Trainings, Research Presentation		20,000.00 Exchange Faculty Seminars, Trainings, Conferences
JASON KEITH P.IFURUNG	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT	INSTRUCTOR I	Doctorate in Hospitality Management				10,000.00 Seminars, Trainings, Conferences		20,000.00 Seminars, Trainings, Research Presentation	50,000.00 Scholarship plan	5,000.00 Seminars, Trainings, Conferences	5,000.00 Research Presentation	50,000.00 Doctorate in Hospitality Management

Prepared by:

ANGELA TULIAO, MBA
College Dean

Endorsed by:

DR. RODEL FRANCISCO T. ALEGADO
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus, Cagayan

College of Hospitality Management
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
RODEL FRANCISCO T. ALEGADO	PHD IN DEVELOPMENT EDUCATION	PROFESSOR II											
ANGELA B. TULIAO	MASTERS IN BUSINESS ADMINISTRATIO N	ASSISTANT PROFESSOR III											
LYNDON JOHN V. GUITTAP	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT		Doctorate in Hospitality Managem ent										
ROSCELLA T. NOGUERA	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT	ASSISTANT PROFESSOR I											
KYACINTH V. PILON	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT	INSTRUCTOR III											
JASON KEITH P.IFURUNG	MASTER OF SCIENCE IN HOSPITALITY MANAGEMENT	INSTRUCTOR I	Doctorate in Hospitality Managem ent										

Prepared by:

ANGELA TULIAO, MBA
College Dean

Endorsed by:

DR. RODEL FRANCISCO T. ALEGADO
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus

College of Information and Computing Sciences
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
Manny S. Alipio	Ph.D	Asso. Prof. 4							5,000 Seminars and Training				5,000 Seminars and Training
Grecilia A. Callitong	MIT	**Asst. Prof. 1**	**DIT**				20,000 Training Assessment (Cisco)	200,000 Scholarship		200,000 Scholarship		200,000 Scholarship	
Jumeriz T. Garingan	MIT	**Instructor 1**	**DIT**				Seminars and Training				5,000 Seminars and Training		
Freddie P. Masuli	Ph.D	**Asso. Prof. 5**							100,000 Post Grad. Education				5,000 Seminars and Training
Segundo D. Pacris Jr.	DIT	**Asso. Prof 1**					20,000 Training Assessment (Cisco)				5,000 Seminars and Training		
Lourdes M. PAdirayon	MSIT	**Asso. Prof 4**	**DIT**			50,000 Dissertation Assistance	20,000 Training Assessment (Cisco)		5,000 Seminars and Training				5,000 Seminars and Training
Sonny Boy M. Sasis	MIT	**Instructor**	**DIT**				5,000 Seminars and Training	200,000 Scholarship		200,000 Scholarship		200,000 Scholarship	
Daniel T. Ursulum	MIT	**Asst. Prof. 3**	**DIT**						5,000 Seminars and Training		5,000 Seminars and Training		

Prepared by:

MANNY S. ALIPIO, Ph.D.
College Dean

Endorsed by:

RODEL FRANCISCO T. ALEGADO, Ph.D
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus

COLLEGE OF INFORMATION AND COMPUTING SCIENCES
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Manny S. Alipio	Ph.D	Asso. Prof. 4											
Grecilia A. Callitong	MIT	**Asst. Prof. 1**	**DIT**										
Jumeriz T. Garingan	MIT	**Instructor 1**	**DIT**										
Freddie P. Masuli	Ph.D	**Asso. Prof. 5**											
Segundo D. Pacris Jr.	DIT	**Asso. Prof 1**											
Lourdes M. PAdirayon	MSIT	**Asso. Prof 4**	**DIT**										
Sonny Boy M. Sasis	MIT	**Instructor**	**DIT**										
Daniel T. Ursulum	MIT	**Asst. Prof. 3**	**DIT**										

Endorsed by:

Prepared by:

MANNY S. ALIPIO, Ph.D.
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RODEL FRANCISCO T. ALEGADO, Ph.D
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira, Campus, Tuguegarao City

College of Industrial Technology
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
RAYMOND D. BUENO	MA in Technology Educational Mgmt.	Instructor II	PhD in Industrial Technology				30,000 Advanced automotive technology training		50,000 NC III/IV training in automotive servicing	150,000 PhD in Industrial Technology	50,000 Leadership Training, Technology Innovation Seminar and Training		30,000 Training on automotive eVs and hydrogen-powered engine
MARK PAUL A. COVITA	PhD in Educational Mgmt.	Assistant Professor III					60,000 Micro-controllers and Automation & LCD TV training	150,000 Post-doctorate degree in Industrial Technology	100,000 Training for Advance Automation (National/International)	150,000 Dissertation/Assistance/Publication	50,000 Leadership Training, Technology Innovation Seminar and Training		30,000 Management, Leadership, and Research Training
ELIMAR G. DOCA	MA in Technology Educational Mgmt.	Assistant Professor I	Doctor of Philosophy major in Educational Management				30,000 Mechatronics Servicing NC2		120,000 Training for Advanced Automotive Technician (Taiwan or China)		50,000 Leadership Training, Technology Innovation Seminar and Training		30,000 Leadership Training, Technology Innovation Seminar and Training

ROWENA S. FILLOMENA	MA in Educational Mgmt.	Instructor I	Doctor of Philosophy major in Educationa l Mgmt.				15,000 Research Training	100,[illegible] Ph.D. in Educationa l Mgmt	50,000 Exchange Faculty Program		50,000 International Linkages	150,000 Dissertation/ Assistance/ Publication	50,000 International Linkages
GERALD S. LAUIGAN	MA in Technology Educational Mgt.	Assistant Professor I	Doctor of Philosophy major in Educationa l Mgmt.			100,000 PhD in Educatio nal Mgmt.	30,000 NC II and NC III in Electrical Installation Maintenance	100,000 PhD in Educationa l Mgmt.	20,000 IIEE Seminar and Convention		30,000 Leadership Training, Technology Innovation Seminar and Training		30,000 Fire Detection and Alarm System
MICHAEL A. MANUEL	Ph.D. in Educational Managemen t	Associate Professor I					30,000 Management, Leadership, and Research Training	150,000 Post-doctorate degree in Industrial Technolog y	100,000 Training for Advance Automation (National/Int ernational)	150,000 Dissertati on/Assist ance/Pub lication	50,000 Leadership Training, Technology Innovation Seminar and Training		60,000 Micro-controllers and Automation & LCD TV training
JANE GLADYS A. MONJE	MA in Technology Educational Mgt.	Assistant Professor III	Doctor of Philosophy major in Educationa l Mgmt.				50,000 Research Fora and Conferences, Civil Technology Competencies Training		50,000 Exchange Faculty Program and International Linkages	100,000 Dissertati on Assistanc e/ Publicati on	50,000 Research Fora and Conferences , Advanced Architecture and Civil Technology Competenci es Training	150,000 Post-doctorate degree	20,000 Leadership and Management Seminars and Training
JAKE. G. RUMBAOA	Ph.D. in Educational Managemen t	Assistant Professor 1					30,000 Leadership and Research Training	150,000 PhD in Industrial Technolog y	120,000 Training for Advanced Automotive Technician (Taiwan or China)	150,000 Dissertati on/Assist ance/Pub lication	30,000 Mechatronic s Servicing NC2 2 Months		30,000 Leadership Training, Technology Innovation Seminar and Training

RICHMOND Q. SAHAGUN	MA in Technology Educational Management	Instructor III	Doctor of Philosophy in Industrial Technology				30,000 Advance AutoCAD training and Sketchup training		50,000 NC III training in solid works	150,000 PhD in Industrial Technology	50,000 Leadership Training, Technology Innovation Seminar and Training		30,000 Revit and other architectural drawing applications/software training
MARILYN D. RAMBAYON	BS in Industrial Technology major in Drafting Technology	COS Llecturer]					10,000 AutoCAD Plant 3D Fundamentals	150,000 Master in Industrial Technology	10,000 Graphic Designing	50,000 Animation NCII	10,000 Training In Animation and related design software		20,000 Advanced Training In 2D and 3D AutoCAD
SIMON, JOEL P.	BS in Industrial Technology major in Electrical Technology	COS (Lecturer)	Master in Industrial Technology				15,000 National & International Seminars, Trainings & Conferences on latest Trends in Industrial Technology)	50,000 For Thesis Assistance	10,000 for National & International Seminars, Trainings & Conferences on latest Trends in Industrial Technology		10,000.00 for National & International Seminars, Trainings & Conferences on latest Trends in Industrial Technology, Research Writing and Packaging		15,000.00 for National & International Seminars, Trainings & Conferences on latest Trends in Industrial Technology, Research Writing and Packaging
JEFFERSON M. TAYLAN	BS in Industrial Technology major in Automotive Technology	COS [Lecturer]					30,000 NC I & NC II, Automotive Servicing	150,000 Master in Industrial Technology	15,000 NC III Automotive Servicing		30,000 Leadership Training, Technology Innovation Seminar and Training		30,000 NCII Mechatronics Certificate

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus, Tuguegarao City

COLLEGE OF INDUSTRIAL TECHNOLOGY
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
RAYMOND D. BUENO	MA in Technology Educational Management	Instructor II	PhD in Industrial Technology										
MARK PAUL A. COVITA	Ph.D. in Educational Management	Assistant Professor III	Post-doctorate degree										
ELIMAR G. DOCA	M.A. in Technology Educational Mgt.	Assistant Professor I	PhD in Educational Mgmt.										
ROWENA S. FILLOMENA	MA in Educational Management	Instructor I	Doctor PhD in Educational Mgmt.										
GERALD S. LAUIGAN	MA in Technology Educational Mgt.	Assistant Professor I	PhD in Educational Mgmt.										

MICHAEL A. MANUEL	Ph.D. in Educational Management	Associate Professor I	Post-doctorate degree										
JANE GLADYS A. MONJE	MA in Technology Educational Mgt.	Assistant Professor III	PhD in Educational Mgmt.										
JAKE G. RUMBAOA	Ph.D. in Educational Management	Assistant Professor I	Post-doctorate degree										
RICHMOND Q. SAHAGUN	MA in Technology Educational Management	Instructor III	PhD in Industrial Technology										
MARILYN D. RAMBAYON	BS in Industrial Technology major in Drafting Technology	COS Lecturer	Master in Industrial Technology										
SIMON, JOEL P.	BS in Industrial Technology major in Electrical Technology	COS Lecturer	Master in Industrial Technology										
JEFFERSON M. TAYLAN	BS in Industrial Technology major in Automotive Technology	COS Lecturer	Master in Industrial Technology										

Prepared by:

JANE GLADYS A. MONJE
College Dean, CIT

Endorsed by:

RODEL FRANCISCO T. ALEGADO, PhD
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus, Sanchez Mira, Cagayan

Graduate School
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAINING. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAINING. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAINING. RES PRES. INT'L LINKAGES
Rodel Francisco T. Alegado	PhD in Devl't Education	Prof II					Exchange Faculty Seminars, Trainings, Conferences 50,000		Exchange Faculty Seminars, Trainings, Conferences 50,000		Exchange Faculty Seminars, Trainings, Conferences 50,000		Exchange Faculty Seminars, Trainings, Conferences 50,000
Agbayani, Janelyn I.	PhD in Educ'l Mgt.	Prof 1			Attendance to National/ International Seminars/ Conference/ trainings 15,000		Attendance to Local Seminars/ Conference/ trainings 25,000	Post graduate Diploma in Early Childhood Education 150,000	Attendance to International Trainings/ re presentation 40,000 --- Participation in Short Term Faculty Exchange Program 75,000		Participation in Short Term Faculty Exchange Program Attendance to Local Seminars/ training Conferences 70,000		Participation in Local Seminars & Trainings/ Research Presentation 40,000
Manny S. Alipio	Ph.D.	Asso. Prof. 4							5,000				5,000

Melvin S. Atayan	Master's Degree	Associate Professor II	MPA, Pol Ad			50,000 Dissertation Assistance	50,000 International Linkages	150, Dissertation Assistance			35,000 Research Presentation		35,000 Attendance to Seminars and Research Presentations
Baddu, Verlino D.	**PhD Educ'l Mgt.**	**Asso. Prof V**				-	50,000.00 (Research Presentation of Studies in Educational Management/ Int'l Linkages for Graduate School)	-	15,000.00 (Local Seminars & Trainings along topics in the Graduate School Programs)	150,000 (Postgraduat e)	70,000 (International Trainings in Educational Management and Leadership)	-	40,000 (Local Seminars & Trainings for Graduate School Faculty/ Research Presentation)
Cacatian, Shella B.	PhD Educ'l Mgt.	Professor VI				-	25,000.00 (Local Seminar, Training or Conference along topics in the Graduate School Programs)	-	100,000.00 International Seminar, Training or Conference along topics in the Graduate School Programs 25,000.00 Local Seminar or Training along Research for Graduate School Faculty		50,000 International Seminar, Training or Conference for Graduate School Faculty 25,000.00 Local Seminar, Training or Conference along Research for Graduate School Faculty	-	50,000 International Seminars & Trainings for Graduate School Faculty 50,000 International Seminar, Training or Conference along Research for Graduate School Faculty
Cachero, Ronald L.	PhD Educ'l Mgt.	Asso. Prof II				-	Attendance to international/n ational training (1-International; 1-National) Budget: 30,0000	-	Research Presentation 25,000.00 Attendance to 1 international training Budget: 20,000		Attend seminars / trainings, in research advising, research publications, and data analytics Budget: 30,000	Post Doctorate Studies Budget: 200,000	Attendance to 1 international training and Research Presentation Budget: 30,000
Jose Sherief O. Panelo	PhD Educ'l Mgt.	**PhD in Devl't Education**	**Prof II**				50,000 International Linkages		35,000 Attendance to Seminars, Trainings and Conferences		35,000 Research Presentation	150,000 Post Masters Studies	
Joanna Rose U. Panergo	Master of Science in Teaching Major in Biology	Asst. Prof II	PhD in Science				Research Presentation and conferences 50,000	Doctorate Degree 100,000	Research Presentation and conferences 50,000	Doctorate Degree 100,000	Research Presentation and conferences 50,000		Research Presentation and conferences 50,000

REYES, FLORENTINA G.	PhD Educ'l Mgt.	Asso. Prof V				-	30,000.00 • Attendance to Local and International Seminars on research-related areas	-	• 35,000.00 Local Seminars & Trainings along use of statistical tools and related topics in the Graduate School Programs		35,000 • Local and International Trainings /seminars for graduate studies	-	50,000 • Local and International Trainings /seminars for graduate studies • Research Presentation International Linkages
Rosales, Melba B.	PhD Educ'l Mgt.	**Prof II**			Attendance to National/ International Seminars/ Conference/ trainings 15,000		Attendance to 1 National/ International Seminars/ Conference/ trainings 30,000		Attendance to 1 National/ International Seminars/ Conference/ trainings 30,000		Attendance to 1 National/ International Seminars/ Conference/ trainings 30,000		Attendance to 1 National/ International Seminars/ Conference/ trainings 30,000
Tabian, John Lester T.	PhD Educ'l Mgt.	Asst. Prof II			Attendance to National/ International Seminars/ Conference/ trainings 15,000		Attendance to 1 National/ International Seminars/ Conference/ trainings 15,000		Attendance to 1 National/ International Seminars/ Conference/ trainings 15,000	DOST Scholarship (PhD in Science Education)	Attendance to 1 National/ International Seminars/ Conference/ trainings 15,000		Attendance to 1 International Seminar, conference Training 30,000 --- Participation in Long Term Faculty Exchange Program 100,000

Prepared by:

MELBA B. ROSALES Ph.D
College Dean

Endorsed by:

RODEL FRANCISCO T. ALEGADO, Ph.D.
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Sanchez Mira Campus, Sanchez Mira, Cagayan

Graduate School
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
Rodel Francisco T. Alegado	**PhD in Devl't Education**	**Prof II**											
Agbayani, Janelyn I.	**PhD in Educ'l Mgt.**	**Prof 1**											
Manny S. Alipio	Ph.D	Asso. Prof. 4											
Melvin S. Atayan	Master's degree	Associate Professor II	MPA, Pol Ad										
Baddu, Verlino D.	PhD Educ'l Mgt.	Asso. Prof V											
Cacatian, Shella B.	PhD Educ'l Mgt.	Professor VI											
Cachero, Ronald L.	PhD Educ'l Mgt.	Asso. Prof II											
Jose Sherief O. Panelo	PhD	Associate Professor II	PhD. In Criminal Justice with Specialization in Criminology										
Joanna Rose U. Panergo	Master of Science in Teaching Major in Biology	Asst. Prof II											
REYES, FLORENTINA G.	PhD Educ'l Mgt.	Asso. Prof V	REYES, FLORENTINA G.										

Rosales, Melba B.	PhD Educ'l Mgt.	**Prof II**											
Tabian, John Lester T.	PhD Educ'l Mgt.	Asst. Prof II											

Prepared by:

MELBA B. ROSALES Ph.D
College Dean

Endorsed by:

RODEL FRANCISCO T. ALEGADO, Ph.D.
Campus Executive Officer

REPUBLIC OF THE PHILIPPINES
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS
Caritan Sur, Tuguegarao City, Cagayan

Tel. No.: (078) 377-0682
Email Address: academics.andrews@csu.edu.ph
website: www.csu.edu.ph

OFFICE OF THE CAMPUS ACADEMIC AFFAIRS DIRECTOR

September 25, 2024

Cagayan State University
Andrews Campus
Office of the Dean of Instruction
RECEIVED
Date : 9/25/2024
Time : 1:58 PM
By : Kung

DR. MARIDEN V. CAUILAN
Vice President for Academic Affair
This University

THROUGH: **DR. LIRIO GUDINA C. MANGAUIL**
Director of Instruction

MR. JOSE ANTONIO MIGUEL P. AQUINO
University Training and Scholarship Officer

MADAM:

I am writing to respectfully forward to your good office the **Five (5) Year Faculty and Staff Development Plan** of the following colleges in the Campus, to wit:

1. **College of Allied Health Sciences**
2. **College of Business, Entrepreneurship, and Accountancy**
3. **College of Hospitality Management**, and
4. **College of Teacher Education**

Please see attached documents for your copy.

Thank you and God bless!

Respectfully yours,

PAULINE GRACE P. CASIL-BATANG
Campus Academic Affairs Director

Noted by:

RAMON HENRY PEREGRINO O. KANAPI, MAN
Campus Executive Officer

Republic of the Philippines

Cagayan State University Andrews Campus

College of Teacher Education

FIVE (5) YEAR FACULTY AND STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

Last Name	First Name	Highest Degree Attained	Present Rank	Degree Being Pursued	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
					Scholarship Plan/Dissertation Assistace, Other qualification and Certification (Post Masters, Post Doctoral)	Attendance to Seminars, Conferences, Trainings, Res Presentation, Speakership, nternational Linkages	Scholarship Plan/Dissertation Assistace, Other qualification and Certification (Post Masters, Post Doctoral)	Attendance to Seminars, Conferences, Trainings, Res Presentation, Speakership, nternational Linkages	Scholarship Plan/Dissertation Assistace, Other qualification and Certification (Post Masters, Post Doctoral)	Attendance to Seminars, Conferences, Trainings, Res Presentation, Speakership, nternational Linkages	Scholarship Plan/Dissertation Assistace, Other qualification and Certification (Post Masters, Post Doctoral)	Attendance to Seminars, Conferences, Trainings, Res Presentation, Speakership, nternational Linkages	Scholarship Plan/Dissertation Assistace, Other qualification and Certification (Post Masters, Post Doctoral)	Attendance to Seminars, Conferences, Trainings, Res Presentation, Speakership, nternational Linkages
Aguirre	Recto	PhD in Education major in Educational Management	Professor 1			5000		5000		5000		10000		10000
Alfiler	Christina	PhD in Education major in Educational Management	Associate Professor II			5000		5000		5000		10000		10000
Amanonce	Jay-cen	Doctor of Philosophy in Mathematics Ed	Associate Professor II			20000		5000		5000		10000		10000
Andres	Apolinaria	PhD in Educational Management	Professor IV			5000		5000		5000		10000		10000
Aquino	Irene	MST in Biology	Assistant Professor III	PhD in Science Ed		5000		5000		5000	40000	10000		10000
Badajos	John Paul	Master of Library and Information Science	Assistant Professor II		1,500	5000	1,500	5000		5000		10000	40000	10000
Balauag	Jederich	PhD in Education major in Educational Management	Associate Professor II			5000		5000		5000		10000		10000
Bangayan	Leinard	PhD in Education major in Educational Management	Assistant Professor IV			5000		5000		5000		10000		10000
Bautista	Ronaldo	MST in Mathematics	Assistant Professor II			5000		5000		5000		10000		10000
Belango	Manuel	Doctor in Mathematics Education	Associate Professor V			5000		5000		5000		10000	40000	10000
Bistayan	Promil	PhD in Education major in Educational Management	Instructor I			5000		5000		5000		10000		10000
Bucarile	Arvee	BSED- English	Instructor III	MAED English		5000		5000		5000		10000		10000
Calanoga	Marie Claudette	PhD in Development Education	Professor VI			5000		5000	25000	5000		10000		10000
Calubaquib	Jhoanna	PhD in Education major in Science Education	Professor VI			5000		5000		5000		10000		10000
Campani	Vanessa	MAED Filipino	Assistant Professor II			5000		5000		5000		10000		10000
Canay	Panfilo	PhD in Philippine Studies	Professor VI			5000		5000		5000		10000	40000	10000
Carag	Catalina	Doctor of Mathematics Ed (with units)	Associate Professor V			5000		5000		5000		10000		10000
Caranguian	Catherine	PhD in Education major in Educational Management	Professor II			5000		5000		5000		10000		10000
Caronan	Alvin	MAED in Social Science	Assistant Professor III	EdD in Educt'l Managmt		5000		5000		5000		10000		10000
Castillo	Maricar	MST English	Assistant Professor II	EdD		5000		5000	40000	5000		10000		10000
Castillo	Marissa	PhD in Psychology	Assistant Professor III			5000		5000	40000	5000		10000		10000
Castro	Jomarie	BS in Criminology	Instructor I	MS in Criminal Justice	1500	5000		5000		5000		10000		10000
Catli	Rosemariedel	PhD in Human Resources Development	Professor III			5000		5000	25000	5000		10000		10000
Cipriano	Nelson	Doctor of Mathematics Education (with units)	Associate Professor I			20000		5000		5000		10000		10000
Clemente	Beatriz	PhD in Development Education	Professor V			20000		5000		5000		10000		10000
Clemente	Romeo	PhD in Education major in Educational Management and DE	Professor VI			5000		5000		5000		10000		10000
Cue	Patrick Joy	Master of Physical Education	Instructor I	PhD in Physical Education		5000		5000		5000		10000		10000
Escobar	Krizzette Joy	PhD in Education major in Educational Management	Associate Professor I			5000		5000		5000	40000	10000		10000
Factora	Magnolia	PhD in Educational Management	Associate Professor V			5000		5000		5000		10000		10000
Francisco	Ian Roger	PhD in Education major in Language Education	Professor VI			5000		5000		5000		10000		10000
Ferrer	Celiaflor	PhD in Education major in Science Education	Professor I			20000		5000		5000		10000		10000
Frutas	Magda	Doctor of Mathematics Education	Professor II			5000		5000		5000		10000		10000
Galano	Richard	PhD Mathematics Education	Instructor I			5000		5000		5000		10000		10000
Izman	Jason	BSED- English	Instructor I	MAED English		5000		5000		5000		10000		10000
Julian	Ma Cecilia Cynthia	PhD- Educational Management	Associate Professor V			5000		5000	25000	5000		10000		10000
Luesta	Cindy	MS in Chemistry	Assistant Professor I	PhD in Educ Managmt		5000		5000		5000		10000		10000
Madrid	Romuald	Bachelor in Elementary Education	Instructor I	MST		5000		5000	40000	5000		10000		10000
Manardo	Jesus	MST Math	Assistant Professor II	PhD Math Education		5000	1500	5000	25000	5000		10000	40000	10000
Megan	Laureana	PhD in Education major in Educational Management	Professor VI			5000		5000		5000	40000	10000		10000
Nopez	Rowbie	BS in Information Technology	Instructor III	MS Info Technology	1500	5000		5000		5000		10000		10000
Pamug	Chelito	PhD in Development Education	Professor V			5000		5000	25000	5000		10000		10000
Pana	Maribel	PhD Educational Management	Professor VI			20000		5000		5000		10000		10000

Manera	Alma	PhD in Language Education	Professor IV			5000		5000		5000		10000		10000
Manuel	John Mauro	PhD in Education major in Educational Management	Instructor III			5000		5000		5000		10000		10000
Maramag	Ariel	PhD in Education major in Educational Management	Associate Professor V			20000		5000		5000		10000		10000
Matammu	Corazon	DOE-Language Education	Assistant Professor IV			5000		5000		5000		10000		10000
Mina	Gay Maribel Lynda	PhD in Education major in Educational Management	Professor I			5000		5000		5000		10000		10000
Natividad	Cristina	PhD - Educational Management	Professor II			5000		5000		5000		10000		10000
Pasigui	Ronnie	Doctor in Education	Assistant Professor II			5000		5000		5000		10000		10000
San Agustin	Vignette	Master of Arts in Technology Education Management	Instructor I	PhD in Education major in Educational Management		5000		5000	40000	5000		10000		10000
Suyu	Pedro	PhD Science Education	Associate Professor V			5000		5000		5000		10000		10000
Tabao	Kristel Joy	Masters of Arts in Physical Education	Asst. Prof. 1	PhD in Physical Education		5000		5000		5000	40000	10000		10000
Taguinod	Domarjun	MST- Mathematics	Assistant Professor I	PhD- Mathematics Educ		5000		5000	40000	5000		10000		10000
Talattad	Roel	Med Physics	Associate Prof essor V	ucation major in Science Education		5000		5000		5000		10000	40000	10000
Tamayao	Antonio	PhD in Development Education	Professor VI			5000		5000		5000		10000		10000
Tamayao	Gilbert	Master of Arts in English	Instructor I	PhD in Education major in Educational Management		5000	40000	5000		5000		10000		10000
Tamayo	Shially	Doctor of Philosophy major in Educl Management	Instructor III			20000		5000		5000		10000		10000
Tamayo	Ria	DOCTOR OF PHILOSOPHY IN EDUCATION MAJOR IN LANGUAGE EDUCATION	Professor V			20000		5000		5000		10000		10000
Tattao	Loraine	PhD in Education major in Educational Management	Professor VI			5000		5000		5000		10000		10000
Tattao	Louella Mika	MA in Guidance and Counseling	Instructor I	PhD in Psychology		5000		5000		5000	40000	10000		10000
Temporal	Conchita	PhD in Education major in Language Education	Professor VI			20000		5000		5000		10000		10000
Tulauan	Christopher Lord	MST English	Associate Professor IV	Doctor in Philosophy in Rhetoric and		5000		5000		5000	40000	10000		10000
Tul-o	Sharmaine	MST- Biology	Instructor I			5000	1500	5000		5000		10000	40000	10000
Vallejo	Fely	Master in library and information office	Instructor I			5000		5000		5000	40000	10000		10000
Vijandre	Carol	MPA	Instructor I			5000	1500	5000		5000	25000	10000	40000	10000
Vecaldo	Rudolf	Doctor of Education	Professor VI			5000		5000		5000		10000		10000

itted by:

ger M. Francisco
e Dean

Endorsed by:

RAMON HENRY PEREGRINO O. KANAPI

FIVE YEAR FACULTY AND STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

College of Allied Health Sciences

Name of Faculty Member	Highest Degree Attained	Present Rank	Degree Being Pursued	S.Y.2023-2024		S.Y.2024-2025		S.Y.2025-2026		S.Y.2026-2027		S.Y.2027-2028	
				Scholarship Plan/Disseratation Assistance	Attendance to Seminars, Conferences, Trainings, Res	Scholarship Plan/Disseratation Assistance	Attendance to Seminars, Conferences, Trainings, Res	Scholarship Plan/Disseratation Assistance	Attendance to Seminars, Conferences, Trainings, Res	Scholarship Plan/Disseratation Assistance	Attendance to Seminars, Conferences, Trainings, Res	Scholarship Plan/Disseratation Assistance	Attendance to Seminars, Conferences, Trainings, Res
FACULTY													
uilada, Arman	Master's Degree	Asst. Prof II			15, 000		15,000		15,000		15, 000	50,000	30,000
ncion, Jay manuel	Ph.D	Asst. Prof II			15, 000		15,000		15,000		15, 000	50,000	30,000
tria, Ma. Krischen	Master's Degree	Instructor I			15, 000		15,000		15,000		15, 000	50,000	30,000
abal, Hilaria	Master's Degree	Asso. Prof IV			15, 000		15,000		15,000		15, 000	50,000	30,000
tista, Irene	Master's Degree	Asst. Prof I			15, 000		15,000		15,000		15, 000	50,000	30,000
alza, Rosalia	PhD	Asso. Prof IV			15, 000		15,000		15,000		15, 000	50,000	30,000
atal, Loreta	Ph.D	Assistant Professor III			15, 000		15,000		15,000		15, 000	50,000	30,000
da, Darlene Jully	Master's Degree	Asso. Prof II	PHD		20,000	50,000	25,000		30, 000		15, 000		30,000
li, Julius	Ph.D	Prof VI	Post Doctoral		20,000	50,000	25,000		30, 000		15, 000		30,000
-Batang,Pauline e	Ph.D	Asst. Prof II			15, 000		15,000		15,000		15, 000	50,000	30,000
an, Rafael	Master's Degree	Asso. Prof I			15, 000		15,000		15,000		15, 000	50,000	30,000
, Ann	Master's Degree	Asso. Prof I			15, 000		15,000		15,000		15, 000	50,000	30,000
, Jinky Marie	Ph.D	Asso. Prof I			15, 000		15,000		15,000		15, 000	50,000	30,000
iao, Mark Kelwin	Master's Degree	Instructor I	PhD		15, 000	50000	15,000		15,000		15, 000	50,000	30,000
a, Jocelyn	Master's Degree	Asso. Prof II			15, 000		15,000		15,000		15, 000	50,000	30,000
rra, Omar	Master's Degree	Instructor I			15, 000		15,000		15,000		15, 000	50,000	30,000
a, John Patrick	Master's Degree	Instructor I			15, 000		15,000		15,000		15, 000	50,000	30,000
ing, Ferdinand	Ph.D	Asst. Prof IV			15, 000		15,000		15,000		15, 000	50,000	30,000
to, Krisha Anne	Master's Degree	Instructor I			20,000		25,000		30, 000		15, 000		30,000
Jay Andrea Vea	Master's Degree	Instructor III	PhD	50000	20,000		25,000		30, 000		15, 000		30,000
Enjay	Master's Degree	Instructor I	PhD		20,000	50000	25,000		30, 000		15, 000		30,000
ra Melissa	Master's Degree	Asst. Prof III			15, 000		15,000		15,000		15, 000	50,000	30,000
Jennifer	Ph.D	Instructor III			15, 000		15,000		15,000		15, 000	50,000	30,000
o, Lily Ann	Master's Degree	Asst. Prof I	PhD		15, 000	50000	15,000		15,000		15, 000	50,000	30,000
da, Ethel Marie	Master's Degree	Asst. Prof I			20,000		25,000		30, 000		15, 000		30,000
z, Ma. Nancy	Master's Degree	Asst. Prof I			20,000		25,000		30, 000		15, 000		30,000
Glenda	Master's Degree	Instructor III			15, 000		15,000		15,000		15, 000	50,000	30,000
Mary Louise	Ph.D	Asst. Prof II			20,000		25,000		30, 000		15, 000		30,000

equing Nikko Alexan	Master's Degree	Assistant Prof. I			20,000		25,000		30, 000		15, 000		30,000
rel-Pascual, Gail Ann	Master's Degree	Instructor I			20,000		25,000		30, 000		15, 000		30,000
nce, Irish	Master's Degree	Instructor I	PhD		20,000		25,000		30, 000	50,000	15, 000		30,000
mirez, Roxanne	Master's Degree	Instructor I	Master's		15, 000		15,000		15,000		15, 000	50,000	30,000
gala, Jack	Master's Degree	Asst. Prof I	JD		20,000		25,000		30, 000		15, 000		30,000
nban, Erwin L.	Master's Degree	Asst. Prof I	PhD		15, 000		15,000		15,000		15, 000	50,000	30,000
ıtos, Mary Ann				50000	15,000		15,000		15, 000		30,000		
ru. Milagros	Ph.D	Prof III			20,000		25,000		30, 000		15, 000		30,000
quinod, Keith	Bachelor's Degree	Instructor I	Master's		20,000	20,000	25,000		30, 000		15, 000		30,000
, Regina	Master's Degree	Instructor I			20,000		25,000		30, 000		15, 000		30,000
gpalan, Robel Carry	Master's Degree	Instructor I			15, 000		15,000		15,000		15, 000	50,000	30,000
aluz, Vilma	Master's Degree	Asst. Prof II	PhD		20,000		25,000		30, 000		15, 000		30,000
ıora, Gina	Master's Degree	Asso. Prof IV	PhD		20,000	50,000	25,000		30, 000		15, 000		30,000
ıya, Florichel	Bachelor's Degree	Instructor I	Master's		15, 000	20,000	15,000		15,000		15, 000	50,000	30,000

Prepared By:

JULIUS T. CAPILI,PhD
College Dean

Endorsed By:

RAMON HENRY PEREGRINO O. KANAPI,MAN
Campus Executive Officer

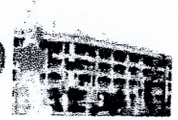
REPUBLIC OF THE PHILIPPINES
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS
Caritan Sur, Tuguegarao City, Cagayan

Tel No. 377-2762
email: cahs.andrews@csu.edu.ph
website: www.csu.edu.ph

COLLEGE OF ALLIED HEALTH SCIENCES

Five Year Faculty and Staff Graduate Studies Plan

Name of Faculty Member	Highest Degree Attained	Present Rank	Degree Being Pursued	S.Y.2023-2024		S.Y.2024-2025		S.Y.2025-2026		S.Y.2026-2027		S.Y.2027-2028	
Caleda, Darlene Jully	Master's Degree	Assoc. Prof II	PhD in Sci. Ed										
Capili, Julius T.	PhD	Prof 6	Post Doctorate in Developmental Leadership										
Daguiao, Mark Kelwin	Master's Degree	Ins. I	PhD in Sci. Ed										
Israel, Jay Andrea Vea	Master's Degree	Asst. Prof	PhD in MT										
Javier, Enjay C	Master's Degree	Ins. I	PhD in Sci. Ed										
Mallabo, Lily Ann	Master's Degree	Assist. Prof 3	Doctor in Nursing Science										
Ponce, Irish	Master's Degree	Ins. I	PhD in MT										
Ramirez, Roxanne	Master's Degree	Ins. III	Master in Tropical Medicine										
Regala, Jack M	Master's Degree	Assist. Prof. 2	Juris Doctor										
Rimban, Erwin	Master's Degree	Assist. Prof 2	Doctor in Public Administration										
Santos, Mary Ann	Master's Degree	Ins. III	PhD in Sci. Ed										
Taguinod, Keith	Bachelor's Degree	Ins I	Master in Community Health										
Villaluz, Vilma T	Master's Degree	Assist. Prof 2	PhD in Sci. Ed										
Wanya, Florichel	Bachelor's	Ins. 1	Master in Public										



VISION

MISSION

CORE VALUES

	Degree		Health										
Zamora, Gina	Master's Degree	Assoc. Prof 5	PhD in Sci. Ed										

Prepared By:

JULIUS T. CAPILI,PhD
College Dean

Endorsed By

RAMON HENRY PEREGRINO O. KANAPI,MAN
Campus Executive Officer

REPUBLIC OF THE PHILIPPINES
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COLLEGE OF ALLIED HEALTH SCIENCES

Five Year Faculty and Staff Graduate Studies Plan

Name of Faculty Member	Highest Degree Attained	Present Rank	Degree Being Pursued	S.Y.2023-2024		S.Y.2024-2025		S.Y.2025-2026		S.Y.2026-2027		S.Y.2027-2028	
Caleda, Darlene Jully	Master's Degree	Assoc. Prof II	PhD in Sci. Ed										
Capili, Julius T.	PhD	Prof 6	Post Doctorate in Developmental Leadership										
Daguiao, Mark Kelwin	Master's Degree	Ins. I	PhD in Sci. Ed										
Israel, Jay Andrea Vea	Master's Degree	Asst. Prof	PhD in MT										
Javier, Enjay C	Master's Degree	Ins. I	PhD in Sci. Ed										
Luis, Lara Melissa G.	Master's Degree	Assoc. Prof II	PhD in Microbiology										
Mallabo, Lily Ann	Master's Degree	Assist. Prof 3	Doctor in Nursing Science										
Ponce, Irish	Master's Degree	Ins. I	PhD in MT										
Ramirez, Roxanne	Master's Degree	Ins. III	Master in Tropical Medicine										
Regala, Jack M	Master's Degree	Assist. Prof. 2	Juris Doctor										
Rimban, Erwin	Master's Degree	Assist. Prof 2	Doctor in Public Administration										
Santos, Mary Ann	Master's Degree	Ins. III	PhD in Sci. Ed										
Taguinod, Keith	Bachelor's Degree	Ins I	Master in Community Health										
Villaluz, Vilma T	Master's Degree	Assist. Prof 2	PhD in Sci. Ed										

Wanya, Florichel	Bachelor's Degree	Ins. 1	Master in Public Health										
Zamora, Gina	Master's Degree	Assoc. Prof 5	PhD in Sci. Ed										

Prepared By:

JULIUS T. CAPILI, PhD
College Dean

Endorsed By

RAMON HENRY PEREGRINO O. KANAPI, MAN
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Andrews Campus, Tuguegarao City

College of Hospitality Management
FIVE (5) YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES. PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS, RES PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES, TRAININGS. RES PRES. INT'L LINKAGES
ABUAN, LIANNE T.	DBM HM	Associate Professor V		-	-	-	20,000	-	25,000	-	30,000	-	35,000
ARAGONES, CRISTY	DBM	Associate Professor 1		-	-	-	20,000	-	25,000	-	30,000	-	35,000
ARELLANO, LINA A.	MBA	Instructor Iii		-	-		20,000	50, 000	25,000	55,000	30,000	60,000	35,000
AVILA ELAINE M.	DBM-HM	Associate Professor 1		-	-	-	20,000	-	25,000	-	30,000	60,000	35,000
BALORAN, DIANNE GRACE	MST-ENGLISH	Instructor Iii	PHD ELE	-	-	-	20,000	-	25,000	55,000	30,000	60,000	35,000
BAQUIRAN,JAYSON	PhD- EM	Instructor Ii		-	-	-	20,000	-	25,000	-	30,000	-	35,000
BACCAY,MAMERTA B.	MBA	Instructor 1		-	-		20,000	50, 000	25,000	55,000	30,000	60,000	35,000
CAMARAUAN, MARICRIS T.	MSHM	Instructor Iii	PHD EM	-	-	50,000	20,000	50,000	25,000	-	30,000	-	35,000
CAMBRI, HAZEL MAE	MBA, MASHM	Assistant Professor I		-	-		20,000	50, 000	25,000	55,000	30,000	60,000	35,000
CRUZ, MARILYN	MSHM	Assistant Professor Ii		-	-		28,000	50, 000	-	55,000	30,000	60,000	35,000
MALEN DAQUIOAG	DBM-HM	Associate Professor V		-	-	-	20,000	-	25,000	-	30,000	-	35,000
DEL ROSARIO, PRINCE	MAED ENGLISH	Assistant Professor Iii	PHD EM	-	-	-	20,000	50,000	25,000	55,000	30,000	-	35,000
IQUIN, ARVIN	MSHM	Assistant Professor Ii		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
JALLORINA, GRETCHEN A.	DBM-HM	Associate Professor 1		-	-	-	28,000	-	-	-	30,000	-	35,000
LACAMBRA,	MSHM	Assistant Professor Ii		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000

KRESTINA R.													
LAPPAY, MARY ROSARIO	MBA	Assistant Professor 3		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
LORICA, JONA LEE	MSHM	Instructor Iii		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
LUYUN, LOURDES JUDY	MA ED, MSHM	Associate Professor 5		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
MABBORANG SHERNAN	MS IT	Instructor 1		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
MACABABBAD, RANDOLPH B.	MPA	Assistant Professor Iv	DPA	-	-	50,000	20,000	50,000	25,000	55,000	30,000	-	35,000
MACARUBBO, BENJAMIN T.	MSHM	Instructor I		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
MARTIN, JOY ANN P.	MST-SOCIAL STUDIES	Assistant Prof Iv	PHD IN RESEARCH ED-SOCIAL STUDIES	-	-	-	20,000	-	25,000	50,000	30,000	60,000	35,000
MELAD, BELINDA	MBA	Assistant Professor 3		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
NARAG, EDLYN	PhD	Professor V		-	-	-	20,000	-		-	30,000	-	35,000
PALATTAO, MICHAEL KR R.	MCRSDM	Instructor I		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
PASCUAL , SHELLEY P	MA NURSING	Instructor - Iii	PHD SCIE ED	-	-	-	20,000	50,000	25,000	55,000	30,000	-	35,000
PARACAD PEACHY ANN P.	MSHM	Assistant Professor Ii		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
QUENDANGAN, EFREN B.	MSHM	Assistant Professor 1		-	-	-	20,000	-	25,000	-	30,000	50,000	35,000
QUILANG, REMEDIOS	PhD	Associate Prof III		-	-	-	20,000	-	25,000	-	30,000	-	35,000
QUINTOS, MITZIGRID	MS IHM	Instructor III		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
QUINTOS, VICTOR	MBA	Assistant Professor 2		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
RODRIGUEZ, EMMALYN B.	MSHM	Assistant Professor I	PHD EM	-	-	-	20,000	50,000	25,000	-	30,000	-	35,000
SIBBALUCA, EDMER	MSHM	Assistant Professor I	DHM	-	-	-	20,000	-	25,000	50,000	30,000	-	35,000
SINCO, MAE ANGELICA	MSHM	Assistant Professor Iv	DHM	-	-	-	20,000	50,000	25,000	55,000	30,000	-	35,000
SORIANO, CRISTINA	MSHM	Assistant Professor Ii		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
PAZ TAGUINOD	MAHE	Asso Prof 02		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000

TAGUMASI, ROMEL	PhD	Associate Professor V		-	-	-	20,000	-	25,000	-	30,000	-	35,000
TATTAO, ANNIE	MBA	Assistant Professor Ii		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
TEJADA, TERENCE ALFRED ROBERTO A.	MBA	Assistant Professor Ii	DPA	-	-	-	20,000	50,000	25,000	55,000	30,000	-	35,000
TEÑESO, ISIDRO	MSHM	Assistant Professor 1		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000
VERGARA CECILE	MBA	Instructor 3		-	-	-	20,000	50,000	25,000	55,000	30,000	60,000	35,000

PERSONEL

BUEBOS, JOHN LLOYD R.	BSED SOCIAL STUDIES	ADMINISTRATIVE AIDE		-	-	-	-	-	-	-	-	-	-
CALLANGAN, WILKENDRICK T.	BSHIM	LABORATORY COSTUDIAN		-	-	-	-	-	-	-	-	-	-
DELA CRUZ, CHRISTINE JOY S.	BSHIM	ADMINISTRATIVE AIDE		-	-	-	-	-	-	-	-	-	-

Prepared by:

Lianne T. Abuan, DBM-HM
College Dean

Endorsed by:

RAMON HENRY PEREGRINO O. KANAPI
Campus Executive Officer

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS, TUGUEGARAO CITY

COLLEGE OF BUSINESS, ENTREPRENUERSHIP AND ACCOUNTANCY
FIVE YEAR FACULTY & STAFF DEVELOPMENT PLAN WITH BUDGET ESTIMATES

NAME OF FACULTY	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024		SY 2024-2025		SY 2025-2026		SY 2026-2027		SY 2027-2028	
				SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES ,TRAININGS,RES.PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES ,TRAININGS,RES.PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES ,TRAININGS, RES.PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES ,TRAININGS,RES.PRES, INT'L LINKAGES	SCHOLARSHIP PLAN/DISSERTATION ASSISTANCE	ATTENDANCE TO SEMINARS, CONFERENCES ,TRAININGS,RES.PRES, INT'L LINKAGES
1. ADDUN, CORNELIO A.	JURIS DOCTOR	ASSOCIATE PROFESSOR II	DOCTOR IN BUSINESS MANAGEMENT (DBM)										
2.AGUSTIN, CHONA	DOCTOR IN PUBLIC ADMINISTRATION	ASSOCIATE PROFESSOR 5			TRAININGS AND SEMINARS (RELATED TO MY FIELD)		TRAININGS AND SEMINARS (RELATED TO MY FIELD)		ATTEND CONFERENCES FOR PAPER PRESENTATION		ATTEND CONFERENCES FOR PAPER PRESENTATION		ATTEND CONFERENCES FOR PAPER PRESENTATION
3.ALEGADO,JAYPEE	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR IV	PHD IN COMMERCE										
4.ALONZO,ARVIN	DOCTOR IN INFORMATION	ASSOCIATE PROFESSOR IV			- SEMINARS/ TRAININGS SUCH AS DATA		- SEMINARS/ TRAININGS SUCH AS DATA	-POST GRADUATE STUDIES	- SEMINARS/TRAININGS SUCH AS DATA	-POST GRADUATE STUDIES	- SEMINARS/TRAININGS SUCH AS	-POST GRADUATE STUDIES	- SEMINARS/TRAININGS SUCH AS

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS, TUGUEGARAO CITY

	TECHNOLOGY				ANALYTICS, DATA SCIENCE. -ATTEND REGIONAL PSITE CONVENTION		ANALYTICS, DATA SCIENCE. -ATTEND REGIONAL & NATIONAL PSITE CONVENTION -PRESENT RESEARCH OUTPUT TO NATIONAL & INTERNATIONAL FORA		ANALYTICS, DATA SCIENCE, AI -POST GRADUATE STUDIES -REGIONAL & NATIONAL PSITE CONVENTION -PRESENT RESEARCH OUTPUT TO NATIONAL & INTERNATIONAL FORA		DATA ANALYTICS, DATA SCIENCE, AI -POST GRADUATE STUDIES - REGIONAL & NATIONAL PSITE CONVENTION -PRESENT RESEARCH OUTPUT TO NATIONAL & INTERNATIONAL FORA		DATA ANALYTICS, DATA SCIENCE, AI -POST GRADUATE STUDIES - REGIONAL & NATIONAL PSITE CONVENTION -PRESENT RESEARCH OUTPUT TO NATIONAL & INTERNATIONAL FORA
5.AQUINO,JOSE ANTONIO MIGUEL	MASTERS IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR I											
6.BANGAYAN,ABRAHAM													
7.BANGUIBANG, VIDA	MASTER OF SCIENCE IN TEACHING SOCIAL SCIENCE	ASSOCIATE PROFESSOR I					3RD INTERNATIONAL CONFERENCE ON PEDAGOGICAL RESEARCH						

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS, TUGUEGARAO CITY

							AND INNOVATION RESEARCH AND INNOVATION						
8.BATTUNG,GIGED	DOCTOR IN BUSINESS MANAGAMENT												
9.CABANADA,CATHERINE	MASTER IN BUSINESS ADMINISTRATION	ASSOCIATE PROFESSOR I	DOCTOR OF PHILOSOPHY - COMMERCE		PAFTE, PCDEB, RESEARCH SEMINARS		PAFTE, PCDEB, RESEARCH SEMINARS		PAFTE, PCDEB, RESEARCH SEMINARS				
10.CARDONA, JULIA	PH.D IN LANGUAGE	ASSOCIATE PROF. V			WORLD TESOL-120 HR. COURSE ON TEFL		WORLD TESOL-120 HR. COURSE ON TEFL		REASEARCH TRAINING AND SEMINARS				
11.CATABAY, MARITES	DOCTOR OF PHILOSOPHY IN RHETORIC AND LINGUISTICS	PROFESSOR 4			PAFTE , RESEARCH TRAININGS AND SEMINARS		PAFTE, RESEARCH SEMINARS		PAFTE, RESEARCH SEMINARS			PAFTE, RESEARCH SEMINARS	
12. CAUREL, CHRISTOPHER V.	PH. D IN PSYCHOLOGY	ASSISTANT PROF.II			REASEARCH TRAINING AND SEMINARS		REASEARCH TRAINING AND SEMINARS		REASEARCH TRAINING AND SEMINARS		REASEARCH TRAINING AND SEMINARS		REASEARCH TRAINING AND SEMINARS
13. CUMAGUN, JOSEPH	JURIS DOCTOR	ASSOCIATE											

Republic of the Philippines
CAGAYAN STATE UNIVERSITY
ANDREWS CAMPUS, TUGUEGARAO CITY

		PROFESSOR I											
14 DELELIS, MARY GRACE	MASTER IN BUSINESS ADMINISTRATION	ASSOCIATE PRPFESSOR 1	DOCTOR IN BUSINESS MANAGEMENT (DBM)		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS
15.DOMINGO,REYMOND	MASTER OF SCIENCE IN ACCOUNTANCY	ASSISTANT PROFESSOR II	DOCTOR OF PHILOSOPHY (COMMERCE)										
16.DULIN,GIEHLITO DAN	DOCTOR IN BUSINESS MANAGEMENT	ASSISTANT PROFESSOR IV			SEMINARS AND WORKSHOPS RELATED ON MY FIELD OF SPECIALIZATIO		TRAININGS, WORKSHOPS AND SEMINARS ON ESEARCH . PCDEB SEMINARS AND OTHERS RELATED ON MY FIELD.		TRAININGS, WORKSHOPS AND SEMINARS ON RESEARCH . PCDEB SEMINARS AND OTHERS RELATED ON MY FIELD.		TRAININGS, WORKSHOPS AND SEMINARS ON RESEARCH . PCDEB SEMINARS AND OTHERS RELATED ON MY FIELD.		TRAININGS, WORKSHOPS AND SEMINARS ON RESEARCH . PCDEB SEMINARS AND OTHERS RELATED ON MY FIELD.
17.FERNANDEZ, MA.ELEANOR	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR III	DOCTOR IN BUSINESS MANAGEMENT (ON-GOING)		PAFTE, PCDE, RESEARCH SEMINARS/ TRAININGS /CONFERENCES		PAFTE, PCDEB, PACSB, RESEARCH SEMINARS/ TRAININGS /CONFERENCES		PAFTE, PCDEB, PACSB, RESEARCH SEMINARS/TRAININGS/CONFERENCES		PAFTE, PCDEB, PACSB, RESEARCH SEMINARS/TRAININGS/CONFERENCES		PAFTE, PCDEB, PACSB, RESEARCH SEMINARS/TRAININGS/CONFERENCES

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ANDREWS CAMPUS, TUGUEGARAO CITY

18.GALARIO,JENY	MASTER OF SCIENCE IN TEACHING MATHEMATICS	ASSISTANT PROFESSOR IV					3RD INTERNATIONAL CONFERENCE ON PEDAGOGICAL RESEARCH AND INNOVATION RESEARCH AND INNOVATION						
19.GANNABAN, MA.VICTORIA	DOCTOR OF PUBLIC ADMINISTRATION	ASSOCIATE PROF. V											
20.GONZAGA, JEREMIAH	MASTERS IN BUSINESS ADMINISTRATION	ASSOCIATE PROFESSOR II	DOCTOR IN BUSINESS MANAGEMENT		PAFTE, PCDEB, ENEDA, RESEARCH SEMINARS	DISSERTATION ASSISTANCE	PAFTE, PCDEB, ENEDA, RESEARCH SEMINARS		PAFTE, PCDEB, ENEDA, RESEARCH SEMINARS				PAFTE, PCDEB, ENEDA, RESEARCH SEMINARS
21.GUINUCUD,RACHELLE ANNE	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR III					PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/ CONFERENCES		PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/ CONFERENCES		PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINAR		PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINAR

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											S/CONFERENCES		S/CONFERENCES
22.GUINUCUD,JAYBIE	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR III					PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/ CONFERENCES		PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/ CONFERENCES		PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/CONFERENCES		PICPA ANNUAL NATIONAL CONVENTION, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/CONFERENCES
23.HIZON,CATHERINE	DOCTOR OF PHILOSOPHY IN EDUCATION MAJOR IN SCIENCE EDUCATION	ASSOCIATE PROFESSOR IV					3RD INTERNATIONAL CONFERENCE ON PEDAGOGICAL RESEARCH AND INNOVATION RESEARCH AND INNOVATION						
24.LAGUNDI,RAYMA FE	MASTER OF ARTS IN EDUCATION MAJOR IN ENGLISH	ASSOCIATE PROFESSOR I	DOCTOR OF PHILOSOPHY IN RHETORIC AND LINGUISTI										

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			CS PHDRL)										
25.LASAM MARIAN GRACE B.	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR II	MBA		UDEMY SOCIAL ENTERPRISE	BRIDGING PROGRAM	CHRA	DBM	UPSSI TRAINING	DBM	UPSSI TRAINING	DBM	UPSSI
26.MANERA,DENNIS	JURIS DOCTOR	INSTRUCTOR III	MBA										
27.MANGOMA, VICTOR	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR IV	MASTER OF SCIENCE IN ACCOUNTANCY	DOCTOR OF PHILOSOPHY	PICPA ANNUAL CONFERENCE, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/ CONFERENCES	DOCTOR OF PHILOSOPHY	PICPA ANNUAL CONFERENCE, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/ CONFERENCES	DOCTOR OF PHILOSOPHY	PICPA ANNUAL CONFERENCE, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/ CONFERENCES	DISSERTATION ASSISTANCE	PICPA ANNUAL CONFERENCE, CPA TEACHER ACREDITATION, RESEARCH SEMINARS/CONFERENCES		
28.MACARUBBO ,JERSON	MASTER IN INFORMATION TECHNOLOGY	ASST. PROF. III			DATA ANALYTICS, DATA SCIENCE, ICT, CYBER SECURITY CERTIFICATION, SEMINAR AND TRAININGS		DATA ANALYTICS, DATA SCIENCE, ICT, CYBER SECURITY CERTIFICATION, SEMINAR AND TRAININGS	DOCTOR OF INFORMATION TECHNOLOGY	DATA ANALYTICS, DATA SCIENCE, ICT, CYBER SECURITY CERTIFICATION, SEMINAR AND TRAININGS	DOCTOR OF INFORMATION TECHNOLOGY	DATA ANALYTICS, DATA SCIENCE, ICT, CYBER SECURITY CERTIFICATION, SEMINAR AND TRAININGS	DOCTOR OF INFORMATION TECHNOLOGY	DATA ANALYTICS, DATA SCIENCE, ICT, CYBER SECURITY CERTIFICATION, SEMINAR AND TRAININGS
29.MELAD, ARIEL	DOCTOR IN MATHEMATICS	ASSOCIATE PROFESSOR IV	PHD IN MATHEMATICS				3RD INTERNATIONAL CONFERE						

	EDUCATION		EDUCATION				NCE ON PEDAGOGICAL RESEARCH AND INNOVATION RESEARCH AND INNOVATION						
30.MORA, MELVIN M.	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR III	DOCTOR IN BUSINESS MANAGEMENT		CORPORATE SOCIAL RESPONSIBILITY (CSR) AND SUSTAINABILITY WORKSHOP		BUSINESS ANALYTICS AND DATA DRIVEN DECISION MAKING WORKSHOP		DIGITAL MARKETING AND E-COMMERCE MARKETING TRAINING	DISSERTATION ASSISTANCE	ENTREPRENEURSHIP AND INNOVATION CONFERENCE	DISSERTATION ASSISTANCE	FINANCE AND INVESTMENT TRAINING
31.NARAG, ABIGAIL	MASTER IN PUBLIC ADMINISTRATION	ASSISTANT PROFESSOR II	DOCTOR IN BUSINESS MANAGEMENT		PAFTE, PCDEB, PACSB, BUSINESS/FINANCIAL AND MARKETING RELATED SEMINARS		PAFTE, PCDEB, PACSB, BUSINESS/FINANCIAL AND MARKETING RELATED SEMINARS		PAFTE, PCDEB, PACSB, BUSINESS/FINANCIAL AND MARKETING RELATED SEMINARS		PAFTE, PCDEB, PACSB, BUSINESS/FINANCIAL AND MARKETING RELATED SEMINARS		PAFTE, PCDEB, PACSB, BUSINESS/FINANCIAL AND MARKETING RELATED SEMINARS
32.PARAS,ANTHONY	DOCTOR IN INFORMATION TECHNOLOGY	ASSOCIATE PROFESSOR V											

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33.PERUCHO,ANGELO	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR I	JURIS DOCTOR		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS		RESEARCH TRAININGS AND SEMINARS
34.QUILANG,JHOMAR LEIF	MASTER IN RELIGIOUS EDUCATION	INSTRUCTOR I											
35.RINGOR,ARNEL	DOCTOR OF PHILOSOPHY MAJOR IN COMMERCE	ASSISTANT PROFESSOR II			PCDEB, ENEDA, PCCI, APCORE, PHILIPPINE MARKETING ASSOCIATION, ACADEMY FOR CREATING ENTERPRISE (ACE).		PCDEB, ENEDA, PCCI, APCORE, PHILIPPINE MARKETING ASSOCIATION. ACADEMY FOR CREATING ENTERPRISE (ACE).		PCDEB, ENEDA, PCCI, APCORE, PHILIPPINE MARKETING ASSOCIATION, ACADEMY FOR CREATING ENTERPRISE (ACE).		PCDEB, ENEDA, PCCI, APCORE, PHILIPPINE MARKETING ASSOCIATION, ACADEMY FOR CREATING ENTERPRISE (ACE).		PCDEB, ENEDA, PCCI, APCORE, PHILIPPINE MARKETING ASSOCIATION, ACADEMY FOR CREATING ENTERPRISE (ACE).
36.ROMERO,RHODORA	DOCTOR OF PHILOSOPHY IN LANGUAGE EDUCATION	ASSOCIATE PROFESSOR II			2024 PHILIPPINE POPULATION ASSOCIATION INTERNATIONAL SCIENTIFIC CONFERE								

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					NCE (PPAISC)								
37.SIPLAC,GRACE	MST FILIPINO	ASSISTANT PROFESSOR III	PH.D. IN LANGUAGE - ONGOING				PAFTE Seminar, Research Trainings and seminars		PAFTE Seminar, Research Trainings and seminars		PAFTE Seminar, Research Trainings and seminars		PAFTE Seminar, Research Trainings and seminars
38.SORIANO,NORMA	MAED IN ENGLISH	ASSISTANT PROFESSOR - IV					3rd International Conference on Pedagogical Research and Innovation research and Innovation						
39. SUMIGAD, CARLA MARIE L.	JURIS DOCTOR	ASSOCIATE PROFESSOR IV											
40.TABAO,JOHN MARK	MASTER OF ARTS IN PHYSICAL EDUCATION	INSTRUCTOR III					National Sports Summit		Seminars and trainings related to my field		Seminars and trainings related to my field	Scholarship plan/ dissertation assistance	Seminars and trainings related to my field
41.TAGUINOD, ANTONIA JOSEFA	MASTERS IN BUSINESS MNGT.	ASSOCIATE PROFESSOR III			PACSB		PCDEB, PACSB		PCDEB, PACSB		PCDEB, PACSB		
42.TEJERO, MAERIAN	JURIS DOCTOR	ASSOCIATE											

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		PROFESSOR II											
43.TUPAS, JAYVEE	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR 1											
44.URBINA,HEUD MARRION	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR 1	MASTER OF SCIENCE IN ACCOUNTANCY				Philippine Institute of Certified Public Accountants (PICPA) Seminars, Annual Teachers Conference for Accountants, Annual National Convention of PICPA, CPA teaccher Accreditation		Philippine Institute of Certified Public Accountants (PICPA) Seminars, Annual Teachers Conference for Accountants, Annual National Convention of PICPA, CPA teaccher Accreditation		Philippine Institute of Certified Public Accountants (PICPA) Seminars, Annual Teachers Conference for Accountants, Annual National Convention of PICPA, CPA teaccher Accreditation		Philippine Institute of Certified Public Accountants (PICPA) Seminars, Annual Teachers Conference for Accountants, Annual National Convention of PICPA, CPA teaccher Accreditation
45.ZAMBALE,ANTHONY CEASAR	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR 3	DOCTOR IN BUSINESS MANAGEMENT (DBM)			Dissertation	PICPA, ATC, ANC						

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Prepared by:

ANTONIA JOSEFA A. TAGUINOD, MBM
College Dean

Endorsed by:

RAMON HENRY PEREGRINO O. KANAPI, MAN
Campus Executive Officer

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COLLEGE OF BUSINESS, ENTREPRENEURSHIP AND ACCOUNTANCY
FIVE (5) YEAR FACULTY & STAFF GRADUATE STUDIES PLAN

NAME OF FACULTY MEMBER	HIGHEST DEGREE ATTAINED	PRESENT RANK	DEGREE BEING PURSUED	SY 2023-2024	SY 2024-2025	SY 2025-2026	SY 2026-2027	SY 2027-2028
1. ADDUN, CORNELIO A.	JURIS DOCTOR	ASSOCIATE PROFESSOR II	DOCTOR IN BUSINESS MANAGEMENT (DBM)	DBM ACADEMIC COURSES	DISSERTATION; PICPA ANC	RESEARCH WRITING AND PUBLICATION; TRAINING AND ACCREDITATION AS ACCOUNTING TEACHER	CISA CERTIFICATION EXAM; IIA CONVENTION; PICPA ANC	IIA CONVENTION; PICPA ANC
2.AGUSTIN, CHONA	DOCTOR IN PUBLIC ADMINISTRATION	ASSOCIATE PROFESSOR 5			CONDUCT AND WRITING RESEARCH AND EXTENSION PROJECTS	PAPER PRESENTATION AND PUBLICATION AND ATTEND SEMINARS/TRAININGS/WORKSHOPS	CONDUCT, PRESENT AND PUBLISH RESEARCHES AND ATTEND SEMINARS/CONFERENCES/TRAININGS/ WORKSHOP	PUBLICATION OF RESEARCHES
3.ALEGADO,JAYPEE	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR IV	PHD IN COMMERCE	ON LOA	LEGAL MANAGEMENT CONFERENCE	PCDEB CONFERENCE	LEGAL MANAGEMENT CONFERENCE	PCDEB CONFERENCE
4.ALONZO,ARVIN	DOCTOR IN INFORMATION TECHNOLOGY	ASSOCIATE PROFESSOR IV						
5.AQUINO,JOSE ANTONIO MIGUEL	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR I						
6.BANGAYAN,ABRAHAM	JURIS DOCTOR	ASSOCIATE PROFESSOR III	DOCTOR IN PUBLIC ADMINISTRATION (DPA)					
7.BANGUIBANG,VIDA	MASTER OF SCIENCE IN TEACHING-SOCIAL STUDIES	ASSOCIATE PROFESSOR I						

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8.BATTUNG,GIGED	DOCTOR IN BUSINESS ADMINISTRATION	PROFESSOR V						
9.CABANADA,CATHERINE	MASTER IN BUSINESS ADMINISTRATION	ASSOCIATE PROFESSOR I	DOCTOR OF PHILOSOPHY - COMMERCE					
10.CARDONA,JULIA	DOCTOR OF PHILOSOPHY IN LANGUAGE EDUCATION	ASSOCIATE PROFESSOR V						
11.CATABAY,MARITES	DOCTOR OF PHILOSOPHY IN RHETORIC AND LINGUISTICS	PROFESSOR 4						
12,CAUREL,CHRISTOPHER	DOCTOR OF PHILOSOPHY IN PSYCHOLOGY	ASSISTANT PROFESSOR II			WRITING RESEARCH	PUBLISH INTERNATIONAL RESEARCH	PRESENT RESEARCH INTERNATIONAL	MORE COMPLETED RESEACH
13.CUMAGUN,JOSEPH	JURIS DOCTOR	ASSOCIATE PROFESSOR I						
14.DELELIS,MARY GRACE	MASTER IN BUSINESS ADMINISTRATION	ASSOCIATE PRPFESSOR 1	DOCTOR IN BUSINESS MANAGEMENT (DBM)					
15.DOMINGO,REYMOND	MASTER OF SCIENCE IN ACCOUNTANCY	ASSISTANT PROFESSOR II	DOCTOR OF PHILOSOPHY (COMMERCE)		PICPA ANC	PICPA ANC	PICPA ANC	
16.DULIN,GIEHLITODAN	DOCTOR IN BUSINESS MANAGEMENT	ASSISTANT PROFESSOR IV			RESEARCH PROPOSAL	WRITING RESEARCH AND PUBLICATION	WRITING RESEARCH AND PUBLICATION	WRITING RESEARCH AND PUBLICATION
17.FERNANDEZ,MA.ELEANOR	MASTER IN BUSINESS	ASSISTANT	DOCTOR IN BUSINESS					

	ADMINISTRATION	PROFESSOR III	MANAGEMENT (DBM)					
18.GALARIO,JENY	MASTER OF SCIENCE IN TEACHING MATHEMATICS	ASSISTANT PROFESSOR IV						
19.GANNABAN,MA.VICTORIA	DOCTOR IN PUBLIC ADMINISTRATION	ASSOCIATE PROFESSOR V						
20.GONZAGA,JEREMIAH	MASTER IN BUSINESS ADMINISTRATION	ASSOCIATE PROFESSOR II	DOCTOR IN BUSINESS MANAGEMENT (DBM)		DISSERTATION			
21.GUINUCUD,RACHELLE ANNE	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR III			PICPA ANC	PICPA ANC	PICPA ANC	PICPA ANC
22.GUINUCUD,JAYBIE	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR III			PICPA ANC	PICPA ANC	PICPA ANC	PICPA ANC
23.HIZON,CATHERINE	DOCTOR OF PHILOSOPHY IN EDUCATION MAJOR IN SCIENCE EDUCATION	ASSOCIATE PROFESSOR II						
24.LAGUNDI,RAYMAFE	MASTER OF ARTS IN EDUCATION MAJOR IN ENGLISH	ASSOCIATE PROFESSOR I	DOCTOR OF PHILOSOPHY IN RHETORIC AND LINGUISTICS PHDRL)					
25.LASAM, MARIAN GRACE	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR II						

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26.MANERA,DENNIS	JURIS DOCTOR	INSTRUTOR III	MBA			WRITING RESEARCH	WRITING RESEARCH	PUBLISH RESEARCH/ENROLL DBM
27.MANGOMA,VICTOR	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR IV	MASTER OF SCIENCE IN ACCOUNTANCY					
28.MACARUBBO,JERSON	MASTER IN INFORMATION TECHNOLOGY	ASST. PROF. III						
29.MELAD, ARIEL	DOCTOR IN MATHEMATICS EDUCATION	ASSOCIATE PROFESSOR IV	PHD IN MATHEMATICS EDUCATION					
30.MORA, MELVIN	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR III						
31.NARAG, ABIGAIL	MASTER IN PUBLIC ADMINISTRATION	ASSISTANT PROFESSOR II	DOCTOR IN BUSINESS MANAGEMENT					
32.PARAS,ANTHONY	DOCTOR IN INFORMATION TECHNOLOGY	ASSOCIATE PROFESSOR V			E-COMMERCE AND DIGITAL MARKETING	DATA ANALYTICS	DATA SCIENCE	
33.PERUCHO,ANGELO	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR I	JURIS DOCTOR					
34.QUILANG,JHOMAR LEIF	MASTER IN RELIGIOUS EDUCATION	INSTRUCTOR I						
35.RINGOR,ARNEL	DOCTOR OF PHILOSOPHY	ASSISTANT						

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	MAJOR IN COMMERCE	PROFESSOR II						
36.ROMERO,RHODORA	DOCTOR OF PHILOSOPHY IN LANGUAGE EDUCATION	ASSOCIATE PROFESSOR II			WRITING RESEARCH	WRITING RESEARCH	PUBLISH RESEARCH	PUBLISH RESEARCH
37.SIPLAC,GRACE	MASTER OF SCIENCE IN TEACHING-FILIPINO	ASSISTANT PROF III	PH. D IN LANGUAGE-FILIPINO					
38.SORIANO,NORMA	MAED IN ENGLISH	ASSISTANT PROFESSOR - IV						
39.SUMIGAD,CARLA MARIE	JURIS DOCTOR	ASSOCIATE PROFESSOR IV						
40.TABAO,JOHN MARK	MASTER OF ARTS IN PHYSICAL EDUCATION	INSTRUCTOR III						
41.TAGUINOD, ANTONIA JOSEFA	MASTER IN BUSINESS MANAGEMENT	ASSOCIATE PROFESSOR II						
42.TEJERO, MAERIAN	JURIS DOCTOR	ASSOCIATE PROFESSOR II						
43.TUPAS, JAYVEE	MASTER IN BUSINESS ADMINISTRATION	INSTRUCTOR 1						
44.URBINA,HEUD MARRION	MASTER IN BUSINESS	ASSISTANT	MASTER OF SCIENCE IN		PICPA ANC	PICPA ANC	PICPA ANC	PICPA ANC

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	ADMINISTRATION	PROFESSOR 1	ACCOUNTANCY					
45.ZAMBALE,ANTHONY CEASAR	MASTER IN BUSINESS ADMINISTRATION	ASSISTANT PROFESSOR III	DOCTOR IN BUSINESS MANAGEMENT (DBM)					

PREPARED BY: **ANTONIA JOSEFA A. TAGUINOD, MBM**
COLLEGE DEAN

ENDORSED BY: **RAMON HENRY PEREGRINO O. KANAPI, MAN**
CAMPUS EXECUTIVE OFFICER

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SOLANA–LARA CAMPUS
Iraga, Solana Cagayan, 3503

OFFICE OF THE CAMPUS EXECUTIVE OFFICER

OCEO-90003-IND-2024-08-006

1ST INDORSEMENT
August 13, 2024

This is to respectfully endorse to the Office of the Director for Instruction, **DR. LIRIO GUDINA C. MANGAWIL**, the herein Academic Continuity Plan and Five-Year Faculty and Staff Development Plan of the Cagayan State University Solana – Lara Campus, for most appropriate action.

Engr. MA. HAIDEE A. MABBORANG, Ph.D.
Campus Executive Officer

Cagayan State University
Andrews Campus
Office of the Dean of Instruction
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Cagayan State University
Solana-Lara Campus
Iraga, Solana, Cagayan

Faculty Development Plan
2024-2029

									Remarks
. INSTRUCTION									
1.1 Professional Development									
Scholarship	To extend financial assistance to regular faculty members for professional growth.	Scholarship programs for Doctoral and Masteral Degree aligned to the programs offered	One faculty member in the campus subject for the availability of funds or for outside funding	2024-2029	CEO, Department Chair	Will be based on CHED and other scholarship grants	CHED and other scholarship providers	Diploma and Transcript of Records	Requirement for accreditation
Trainings and Seminars	To capacitate faculty members on their fields of specialization	Attendance to local, national and international trainings and seminars related to the faculty's area of specialization	Send faculty to trainings and seminars (local, national and international) as presenter or participant	2024-2029	CEO, Department Chair, training coordinator, and faculty members	Php 250,000.00 per year	Ched DOST	Certicate of Attendance/ Participation	At least 10 seminars/ trainings per faculty for the five-year duration
IMs Development	To develop instructional materials to facilitate teaching and learning process.	Attendance to trainings and workshop along IMD	Require faculty to develop and produce IMs for publication	2024-2029	CEO, Department Chair, training coordinator, and faculty members	100,000	Scopus	Published IMs	For accreditation -

ational ertification	To have an advance skills-based competency training for faculty members on their fields of specialization	Acquire NC III, TM and NTTC	All core faculty members	2024-2029	Core Faculty Members	Php 100,000.00 per year	TESDA	Certificate of National Competency, Certificate of Trainers Methodology and National TVET Trainers Certificate	All core faculty members are holders of NC III, TM/NTTC
Social/Cultural Development									
creation/ laxation/ oup namics	To revitalize and strengthen the relationship of faculty members	Team building activities	Conduct team building activities	Every year	Faculty members, Department Chair and CEO	Php 100,000.00	-	Strong relationships among the faculty members	Essential in maintaining mental health, performance and in the achievement of programs and objectives of the college
Health and Wellness Development Program									
orts Festival	To boost the physical stamina and mental capacity of CA faculty members and to promote strong teamwork	College Day	Conduct sports competition among employees of the college and provide awards	Once a year	Department Chair, Sports Coordinator, faculty members	Php 50,000.00 every year		Fit faculty members	Essential in maintaining healthy mind and body

II. Extension									
Service to the community	To increase number of faculty members engaged in extension program/ Projects	Submit fundable extension projects/ programs	Conduct SWOT analysis	2024-2029	All CTEd faculty members	Php 30,000.00	LGU's, And NGO's	Increased number of faculty members engaged in extention program/ projects	Service to the Community
III.RESEARCH									
Conduct of systematic needs assessment surveys	To identify industry/ commodity	Conduct benchmark survey, Focus Group Discussion	Assign faculty members per field of specialization to do the survey in the covered areas of the campus	2024-2029	All CTEd faculty members	Php 100,000	LGU	Baseline and assessmet surveys conducted	-

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Acquisition of land area for researches and laboratories	To have a specific site in the conduct of research and laboratory activities specifically agriculture related research and laboratories	Conduct meeting with stakeholders with regards to MOA of land area(s); lease/purchase of agricultural land area(s)	Establish MOA with stakeholders with regards to land area(s); lease/purchase of agricultural land area(s)	2024-2029	Faculty members, Department Chair, CEO, University	Php 3,000.00/m^2	Stakeholders	Signed MOA, lease/purchase land area	Requirement for accreditation
Formulate R&D agenda and banner programs/ commodities with stakeholders' engagement	To formulate R&D agenda and banners programs/ commodities with stakeholders' engagement	Conduct of planning workshop	Regular conduct of planning workshop before and after the semester or a year	2024-2029	All CTEd faculty members	Php 100,000	-	Formulated R&D agenda and banners programs/ commodities	-

Prepared by:

VICENTA B. MAGUDDAYAO
Campus Academic Coordinator

Noted:

ENGR. MA. HAIDEE A. MABBORANG, PhD
Campus Executive Officer

All courses	Bachelor of Science in Computer Science		N/A	N/A	N/A	N/A	modules/handouts/notes / laboratory exercises, Laboratory Manuals	Paper and Pencil Test Computer Laboratory Activities	*Maximize the computer laboratory to cater all students for their all computer subjects and use alternative technology like cellphone. *Splitting classes into two batches in order to implement 1:1 ratio of student and computer. *Laboratory classes is scheduled from Monday-Sunday 7am-7pm	Mar-25

Prepared by:

VICENTA B. MAGUDDAYAO, MST
Campus Academic Coordinator

Noted by:

ENGR. MA. HAIDEE A. MABBORANG, Ph. D
Campus Executive Officer