BAGONG PILIPINAS

CAGAYAN STATE UNIVERSITY

AD OPTIMUM EDUCANS
MCMLXXVIII

AACCUP
1987

BACHELOR OF SCIENCE *in* CIVIL ENGINEERING LEVEL IV



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SCAN TO WATCH VIDEO

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Before delving into the specific planning processes at the University, Campus, College, and Bachelor of Science in Civil Engineering (BSCE) program levels, it is essential to begin with an overview of **Cagayan State University (CSU)**—its history, institutional code, mission, and vision. These foundational elements serve as the guiding framework from which all strategic, operational, and academic plans across the university's system are derived. Understanding CSU's institutional identity provides the necessary context for aligning goals, initiatives, and performance indicators across all levels of planning and implementation.

A. History of CSU

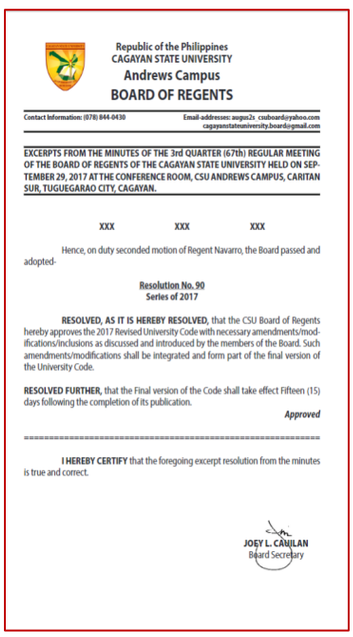
Cagayan State University (CSU) has undergone a remarkable transformation from a consolidation of local post-secondary institutions into a premier state university offering diverse academic programs. Established in 1978 through Presidential Decree No. 1436, CSU was envisioned to deliver professional and technical education in various fields. Former Senator Juan Ponce Enrile, then representative of the Province of Cagayan in the Interim Batasang Pambansa, played a pivotal role in drafting the CSU Charter. This charter merged several institutions—including the Cagayan Valley College of Arts and Trades and the Northern Luzon State College of Agriculture—into a single legal entity. Today, CSU's multi-campus system, including Andrews, Carig, Lal-lo, Gonzaga, Aparri, Lasam, Piat, Sanchez Mira and Solana reflects this strategic consolidation. While rooted in agriculture and technology, CSU's mandate as a comprehensive university laid the groundwork for a broad spectrum of academic offerings.

CSU's growth has been driven by visionary leadership. **Dr. Manuel Corpus**, the first University President, established a strong foundation for academic excellence and national policy reforms. His tenure saw the development of SUC faculty reclassification standards and the pioneering AACCUP accreditation instrument. **Dr. Armando Cortes** continued this progress, founding the Colleges of Medicine and Law, and intensifying program accreditations. Under **Dr. Eleuterio de Leon** as OIC, campus autonomy was strengthened, promoting localized governance and efficiency. **Dr. Roger Perez** ushered in an era of modernization, infrastructure expansion, and academic diversification. His administration introduced the zero-tuition policy and established new colleges in human kinetics, public administration, and business. **Dr. Romeo Quilang** elevated CSU's institutional reputation through ISO certification and renewed accreditation initiatives. Transitional leadership under **Dr. Mariden Cauilan** maintained stability while paving the way for future reforms. With the appointment of **Dr. Urdujah Alvarado**, CSU reached new heights of national and international recognition. Her presidency saw the university earn QS Stars ratings, join

the ASEAN University Network for Quality Assurance, and expand to nine campuses. Her administration secured over ₱273 million in external research funding and oversaw the construction of 40 academic buildings, significantly improving learning environments. Currently under the leadership of **OIC President, Dr. Arthur Ibanez**, CSU continues to uphold its legacy while sustaining niche programs and fostering innovation. The university's story is one of resilience, progress, and an enduring commitment to academic excellence, research leadership, and global engagement.

B. The University Code and University Manuals

The University Code serves as the fundamental operational document of Cagayan State University (CSU), forming the legal and procedural foundation for all other institutional codes and manuals. It outlines the university's organizational structure, governance framework, and operational systems. First established in 1995, the Code was enacted in accordance with CSU's charter and other relevant laws governing higher education institutions. As a state university, CSU is defined by the Administrative Code of 1987 as an instrumentality of the national government with corporate powers. The University Code draws authority from Presidential Decree No. 1436—the university's founding charter—and Republic Act No. 8292, also known as the Higher Education Modernization Act, which prescribes the structure and responsibilities of governing boards for State Universities and Colleges (SUCs). Beyond legal provisions, the Code integrates CSU's established institutional systems and best practices. Supporting manuals—including the Academic Manual, Administrative Manual, Research Manual, and other essential guides—offer detailed procedures and policies. Together, these documents serve as the university's operational "by-laws," ensuring consistency, accountability, and efficiency across all campuses and units.



Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Andrews Campus
BOARD OF REGENTS

Contact Information: (078) 844-0430 Email-addresses: augsu2c_csuboard@yahoo.com
cagayanstateuniversity.board@gmail.com

EXCERPTS FROM THE MINUTES OF THE 3rd QUARTER (67th) REGULAR MEETING OF THE BOARD OF REGENTS OF THE CAGAYAN STATE UNIVERSITY HELD ON SEPTEMBER 29, 2017 AT THE CONFERENCE ROOM, CSU ANDREWS CAMPUS, CARITAN SUR, TUGUEGARAO CITY, CAGAYAN.

XXX XXX XXX

Hence, on duty seconded motion of Regent Navarro, the Board passed and adopted-

Resolution No. 90
Series of 2017

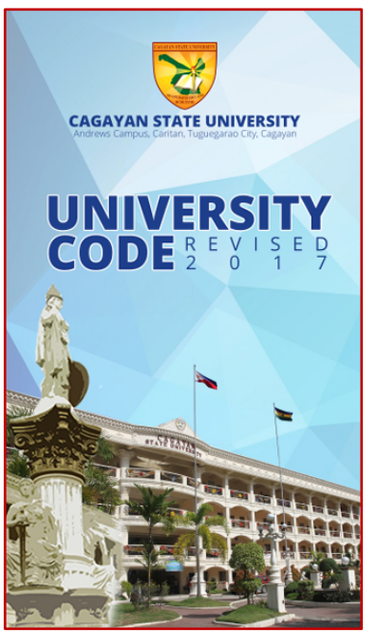
RESOLVED, AS IT IS HEREBY RESOLVED, that the CSU Board of Regents hereby approves the 2017 Revised University Code with necessary amendments/modifications/inclusions as discussed and introduced by the members of the Board. Such amendments/modifications shall be integrated and form part of the final version of the University Code.

RESOLVED FURTHER, that the Final version of the Code shall take effect Fifteen (15) days following the completion of its publication.

Approved

I HEREBY CERTIFY that the foregoing excerpt resolution from the minutes is true and correct.

JOEY L. CANILAN
Board Secretary

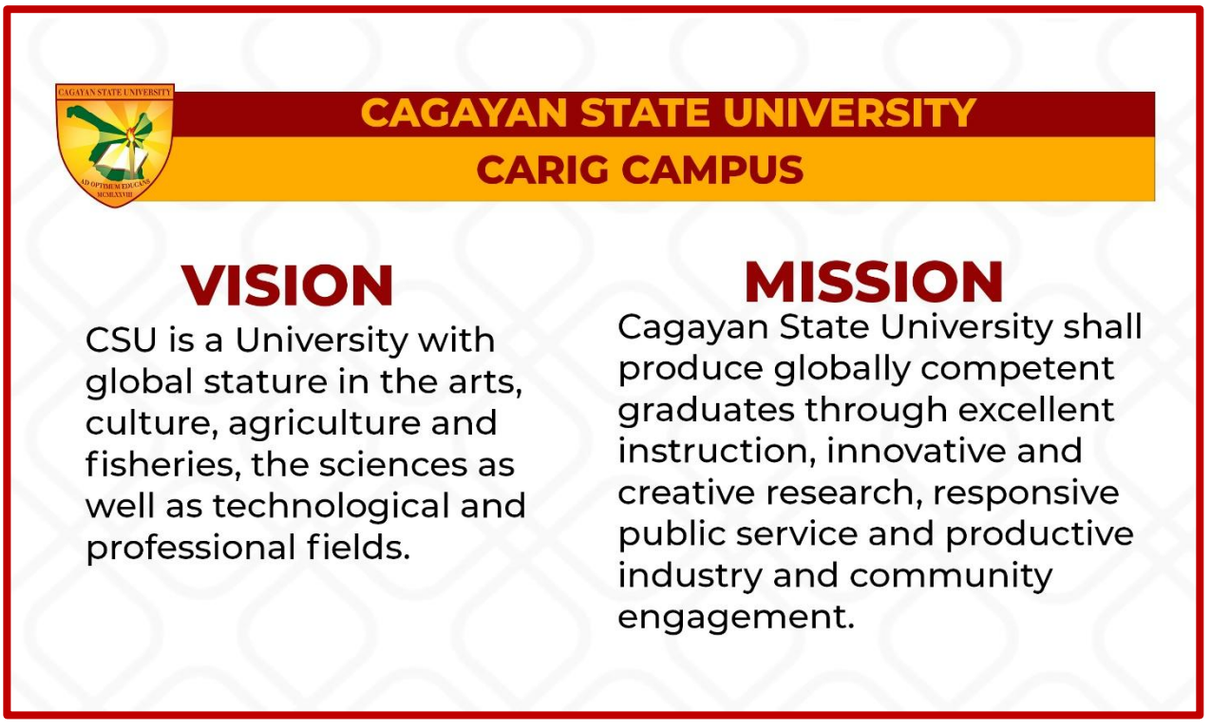


On September 29, 2017, during the 3rd quarter (67th) regular meeting of the Board of Regents of Cagayan State University, the University Code was modified.

University Core Values and Expected Graduate Attributes

The Cagayan State University has adapted its Vision, Mission, Core Values, and Institutional Outcomes to remain relevant in the ever-evolving landscape of higher education and to align with its internationalization objectives. These core elements reflect the university's dedication to creating a meaningful impact.

The University Board of Regents approved Cagayan State University's Vision and Mission along with the approval of the University Strategic Development Plan 2020-2024, through Board Resolution No. 70, s. 2021, approved on August 10, 2021. Furthermore, the Vision and Mission are confirmed through **Resolution No. 213, series of 2024** titled: *Confirming the Vision, Mission, and Intended Graduate Attributes (Core Values) of Cagayan State University.*



High-Quality Instruction: CSU is committed to providing exceptional teaching and educational experiences. This signifies the importance placed on the quality of education provided to students.

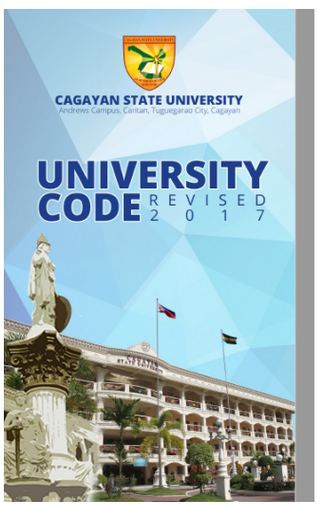
Innovative Research Development: Research is a vital component of the university's mission. It signifies a commitment to producing cutting-edge knowledge and contributing to the academic community and society at large.

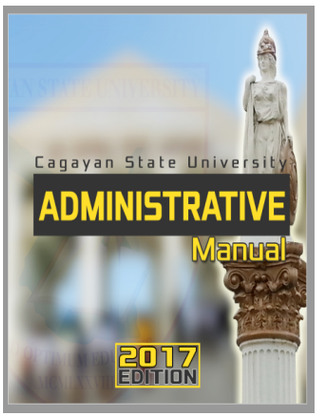
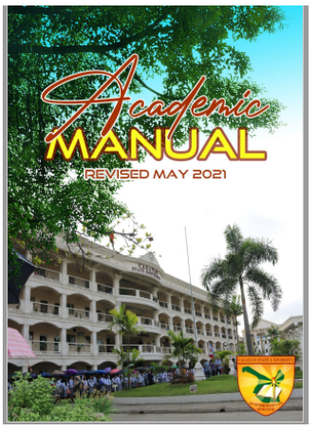
Production: This term might refer to the creation of intellectual property, technological innovations, or other valuable outputs. It indicates that the university aims to be a source of valuable and practical contributions.

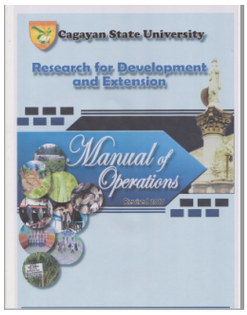
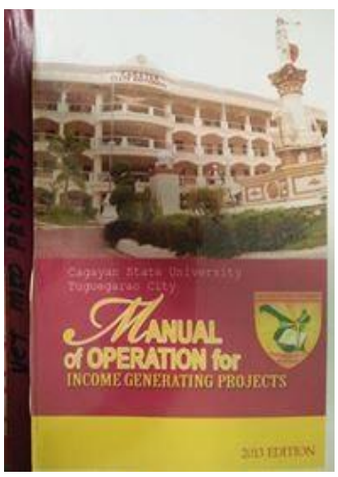
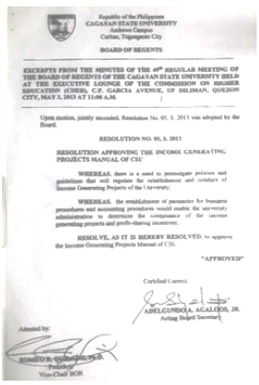
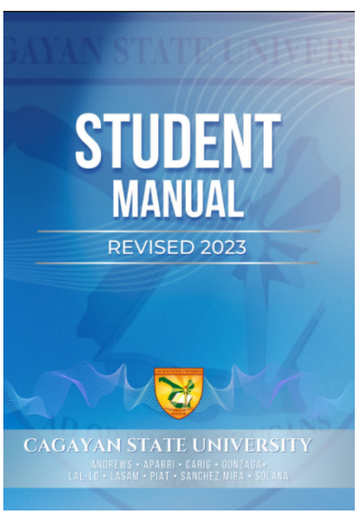
Extension: The term "extension" often refers to the application of knowledge beyond the academic sphere. This suggests that the university is dedicated to utilizing its expertise to benefit the wider community.

These Core Values and the Mission statement collectively reflect the university's dedication to offering high-quality education, driving research and innovation, and making a positive impact on individuals and communities. They serve as guiding principles that shape the institution's strategies, decisions, and actions as it works towards its vision of transformation through education.

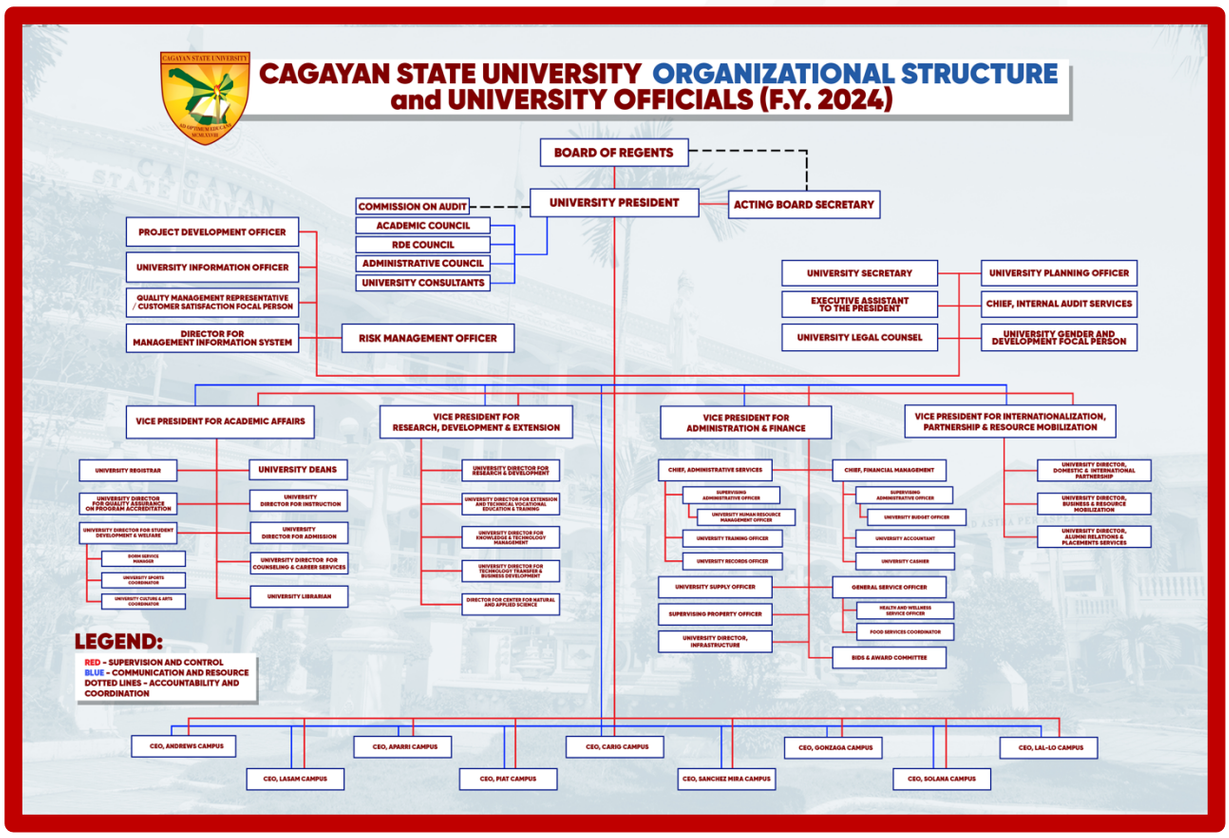
Core Values	Institutional Outcomes
Competence	Critical thinker, creative problem solver, competitive performer: nationally, regionally, and globally.
Social Responsibility	Sensitive to Ethical Demands, Steward of the Environment for Future Generations, Social Justice and Economic Equity Advocate
Unifying Presence	Uniting Theory and Practice, Uniting Strata for Society Unifying the Nation, the ASEAN Region and the World, Uniting the University and the Community.

Title of Manual	Year Approved by BOR/BOT	Brief Description
University Code 	**Revised 2017**	A University Code is the basic operational document of a university. From it, all other codes and manuals draw their orientation. Within its framework, the university works out its organization and operational systems. The first University Code of the Cagayan State University was drawn up in 1995. But the University Code is enacted by the University pursuant to its charter, and in conformity with statutes governing higher education institutions.

Administrative Manual 	**Revised 2017**	This manual basically lays the framework as well as the roadmap that guides the actions and decisions of all stakeholders in the University. Specifically, it contains the established policy of the university.
Academic Manual 	**Revised 2021**	This manual is a guide to set the proper tone and direction of, and to develop the right plans, clear processes and effective decisions for academics, administration, research and extension, and production. The manual gives an overview of the historical foundation of Cagayan State University, and the guiding philosophy, vision and mission for its existence. It also provides the University's organizational structure. Moreover, the faculty responsibilities as well as their obligations on instruction, research and extension are enumerated. Included are also the policies and procedures on faculty recruitment and selection, and qualification requirements and standards for each faculty rank. It also includes a presentation of the academic policies and guidelines on faculty and staff development.

Research for Development and Extension Manual 	**Revised 2017**	The RDE Manual of Operations is designed to provide information, administrative procedures, policies and guidelines for carrying out the different processes and activities of research and development extension and training in the University.
IGP Manual 	**Revised 2013** 	The manual contains the university business program, legal framework, VMGO, organization and management, operational guidelines and procedures and guidelines on incentives.
Student Manual 	**Revised 2023**	The student manual contains the brief history of the university, its VGMO, student services and welfare, academic policies and procedures, academic policies and procedure, student services and welfare programs, rights, duties and responsibilities of students, and auxiliary assistance programs.

I. University Planning Process



Organizational Structure of Cagayan State University

The Planning Process at Cagayan State University (CSU) is characterized by its inclusivity, incorporating both "top-down" and "bottom-up" approaches to planning. It involves multiple levels and sectors, ensuring a comprehensive and collaborative process.

1. **Top-Down" and "Bottom-Up" Approach**: CSU employs a combination of "top-down" and "bottom-up" methods in its planning process. This means that planning originates from both central leadership (top-down) and various units, departments, and stakeholders within the university (bottom-up). This dual approach ensures that planning is not solely dictated by leadership but also considers the needs and perspectives of those at different levels and in various sectors of the institution.
2. **Inclusive Participation**: The planning process at CSU is designed to be inclusive, involving participants from diverse levels and sectors within the university. This inclusivity promotes a sense of ownership and commitment to the university's strategic goals and initiatives. It also encourages a wide range of perspectives and expertise to be considered during the planning phase.
3. **Bottom-Up Process:** The "bottom-up" process involves the active participation of various units, departments, and stakeholders at the lower organizational levels of the university. This approach allows those closest to the core activities of the institution to provide input and feedback on planning decisions. Their insights help shape the strategic direction of the university and ensure that the plans are realistic and implementable.
4. **Multi-Level Process**: CSU's planning process encompasses multiple levels of leadership and organization. These levels include:
    - *Office of the President*: The central leadership plays a significant role in setting the overall direction and priorities of the university.
    - *Board of Regents*: As the governing body, the Board of Regents approves the

contents of the university plans, ensuring alignment with the university's mission and vision.

- **Four Divisions:** These divisions cover Academic Affairs, Administration and Finance, and Research and Development, and Extension, Internationalization, Partnership and Resource Mobilization. Each is led by a Vice President. They are responsible for specific areas of the university's operations and contribute to the planning process accordingly.
- **Programs, Colleges, and Units:** These are headed by Directors, Deans, or Unit Heads. They represent specialized areas of the university, such as academic programs or administrative units.
- **Departments**: Department Chairs lead specific academic or administrative departments within the university.

The multi-level process allows for a coherent and integrated approach to planning, where the goals and strategies set at higher levels align with the practical and operational aspects of the university's various units and departments.

Overall, the "top-down" and "bottom-up" planning process at CSU ensures that strategic planning is a collaborative effort that considers the perspectives of diverse stakeholders across the university. This inclusive approach helps create well- rounded and actionable strategic plans that can effectively guide the institution toward its goals.

The University Planning and Development Office (UPDO) is overseen by the University President, while the Planning and Development Office is led by the Planning Director. The Planning Director reports directly to the Office of the University President.

As published in the approved Strategic Performance Management System Manual, Key Players is created with composition and responsibilities hereunder enumerated:

BOARD OF REGENTS

1. Approves the Planning Process;
2. Approves the Medium-Term Development; Campus Plan and College Operational Plan of the University;
3. Receives the different Plans of the University.

UNIVERSITY PRESIDENT (SPMS Champion)

1. Together with the PMT, the SPMS Champion is responsible and accountable for the establishment and implementation of the SPMS.
2. Sets agency performance goals/objectives and performance measures.
3. Determines agency target setting period.
4. Approves office performance commitment and rating.
5. Assesses performance of offices.

Vice Presidents

1. Assumes primary responsibility for performance management in his/her office.
2. Conducts strategic planning session with supervisors and staff.
3. Reviews and approves office and individual performance commitment and review form.
4. Submits quarterly accomplishment report to the President.

5. Does initial assessment of office's performance.
6. Determines final assessment of individual employees' performance level.
7. Informs employees of the final rating and identifies necessary interventions to employees.
8. Provides written notice to subordinates who obtain Unsatisfactory or Poor rating.

Directors, and Heads of Offices

1. Assumes joint responsibility with the Vice President in attaining performance targets.
2. Conducts action planning session staff
3. Rationalizes distribution of targets and tasks.
4. Monitors closely the status of performance of subordinates.
5. Assesses individual employees' performance.
6. Recommends developmental interventions.
7. Performs Coaching

University Performance Management Team (PMT)

1. Sets consultation meetings with all Heads of Offices to discuss the office performance commitment and review system and tools.
2. Ensures that office performance management targets, measures, and budget are aligned with those of goals of the agency.
3. Recommends approval of the office performance and review system and tools.
4. Acts as appeals body and final arbiter.
5. Identifies potential top performers for awards.
6. Adopts its own internal rules, procedures, and strategies to carry out its responsibilities.

University PMT

Chairman	University President
Vice Chairman	Vice President for Administration and Finance
Members	Vice President for Academic Affairs
	Vice President for Research and Development Extension
	Vice President for Partnership and Resource Mobilization
	President, University Faculty Association
	President, University Administrative Personnel Association
	University Human Resource Management Officer
Secretariat	University Planning Director

University Planning Director

1. Functions as the PMT Secretariat.
2. Monitors submission of Office Performance Commitment and Review Form (OPCR) and schedule the review and evaluation by the PMT.
3. Consolidates, reviews, validates, and evaluates the initial performance assessment based on accomplishments reported against success indicators and budget against actual expenses.
4. Conducts an agency performance planning and review conference annually.
5. Provides each office with the final office assessment as basis in the assessment of individual employees.

University Human Resource Management Officer

1. Monitors submission of Individual Performance Commitment and Review (IPCR) Form.
2. Reviews the summary list of individual performance rating.
3. Provides analytical data on retention, skill/competency gaps, and talent development plan.
4. Coordinates developmental interventions that will form part of the HR Plan.

Individual Employees

1. Act as partners of management and co-employees in meeting organizational performance goals.

CAMPUS LEVEL

Campus Executive Officer

- Assumes primary responsibility for performance management in his/her office.
- Conducts strategic planning session with supervisors and staff.
- Reviews and approves office and individual performance commitment and review form.
- Submits quarterly accomplishment report to the President.
- Does initial assessment of office's performance.
- Determines final assessment of individual employees' performance level.
- Informs employees of the final rating and identifies necessary interventions to employees.
- Provides written notice to subordinates who obtain Unsatisfactory or Poor rating.

Deans, Coordinators, Heads of Offices

- Assumes joint responsibility with the Campus Executive Officer in attaining performance targets.
- Conducts action planning session staff
- Rationalizes distribution of targets and tasks.
- Monitors closely the status of performance of subordinates.
- Assesses individual employees' performance.
- Recommends developmental interventions.
- Performs Coaching

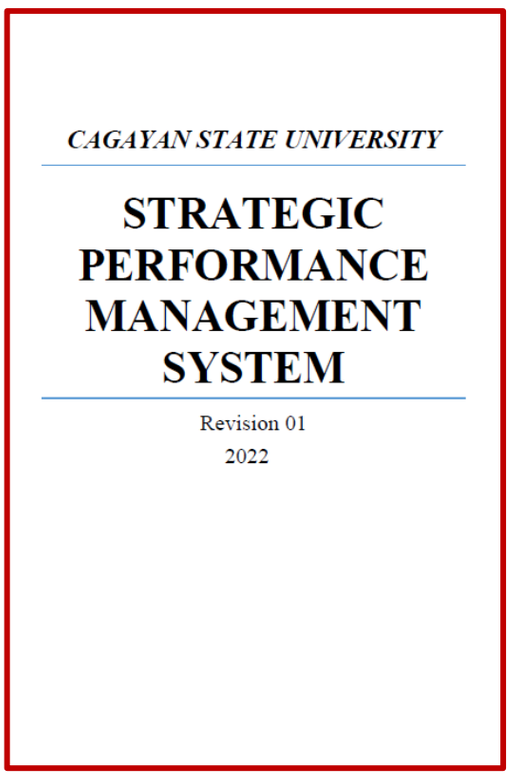
Campus Performance Management Team (PMT)

- Sets consultation meetings with all Heads of Offices to discuss the office performance commitment and review system and tools.
- Ensures that office performance management targets, measures, and budget are aligned with those of goals of the agency.
- Recommends approval of the office performance and review system and tools.
- Acts as appeals body and final arbiter.
- Identifies potential top performers for awards.
- Adopts its own internal rules, procedures, and strategies to carry out its responsibilities.

Chairman	University President
Vice Chairman	Campus Executive Officer
Members	Campus Academic Coordinator
	Campus Research Coordinator
	Campus Extension Coordinator
	Campus Partnership and Resource Mobilization Coordinator
	President, Campus Faculty Association
	President, Campus Administrative Personnel Association
	Campus Human Resource Management Officer
Secretariat	Campus Planning Officer

Campus Planning Officer

- Functions as the PMT Secretariat.
- Monitors submission of Office Performance Commitment and Review Form (OPCR) and schedule the review and evaluation by the PMT.
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Campus Human Resource Management Officer

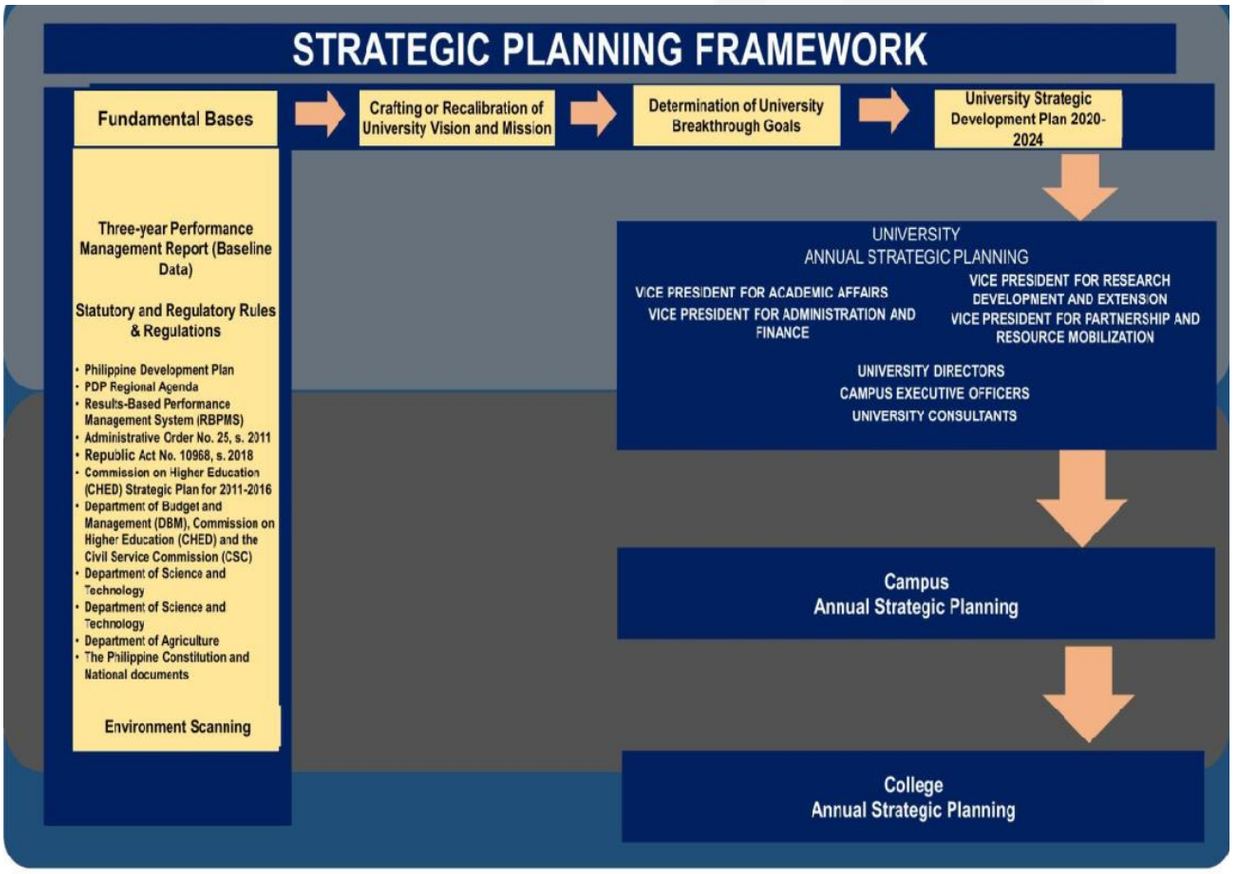
- Monitors submission of Individual Performance Commitment and Review (IPCR) Form.
- Reviews the summary list of individual performance rating.
- Provides analytical data on retention, skill/competency gaps, and talent development plan.
- Coordinates developmental interventions that will form part of the HR Plan.

Individual Employees

- Act as partners of management and co-employees in meeting organizational performance goals.

The University SPMS Manual is accessible at
https://drive.google.com/file/d/1I6IrB3ildOqyAOB04AFgX1Lrt2MMaofq/view?usp=drive_link

Below is an illustration of the framework that provides an overview of the planning process at Cagayan University, encompassing stages from foundational bases to the university strategic plan, campus plan, college plan, and program plan.



The **Cagayan State University Strategic Plan 2025 2028** explores new directions for CSU's operations in four departments: academic affairs (AA), research, development and extension (RDE), administration and finance (AF) and internationalization, partnership and resource mobilization (IPRM). It presents an overview of the university's current strategic planning process, the themes that drive the plan, and the goals and objectives for the next four years.



OIC President Arthur G. Ibañez leads the discussion on the future of Cagayan State University.

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The members of the CSU Board of Regents, technical consultants, university officials and participants of the Baguio City September 3-6, 2024 Strategic Planning Workshop

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The University's Strategic Plan for 2025-2028 is accessible through https://drive.google.com/drive/search?q=strat .



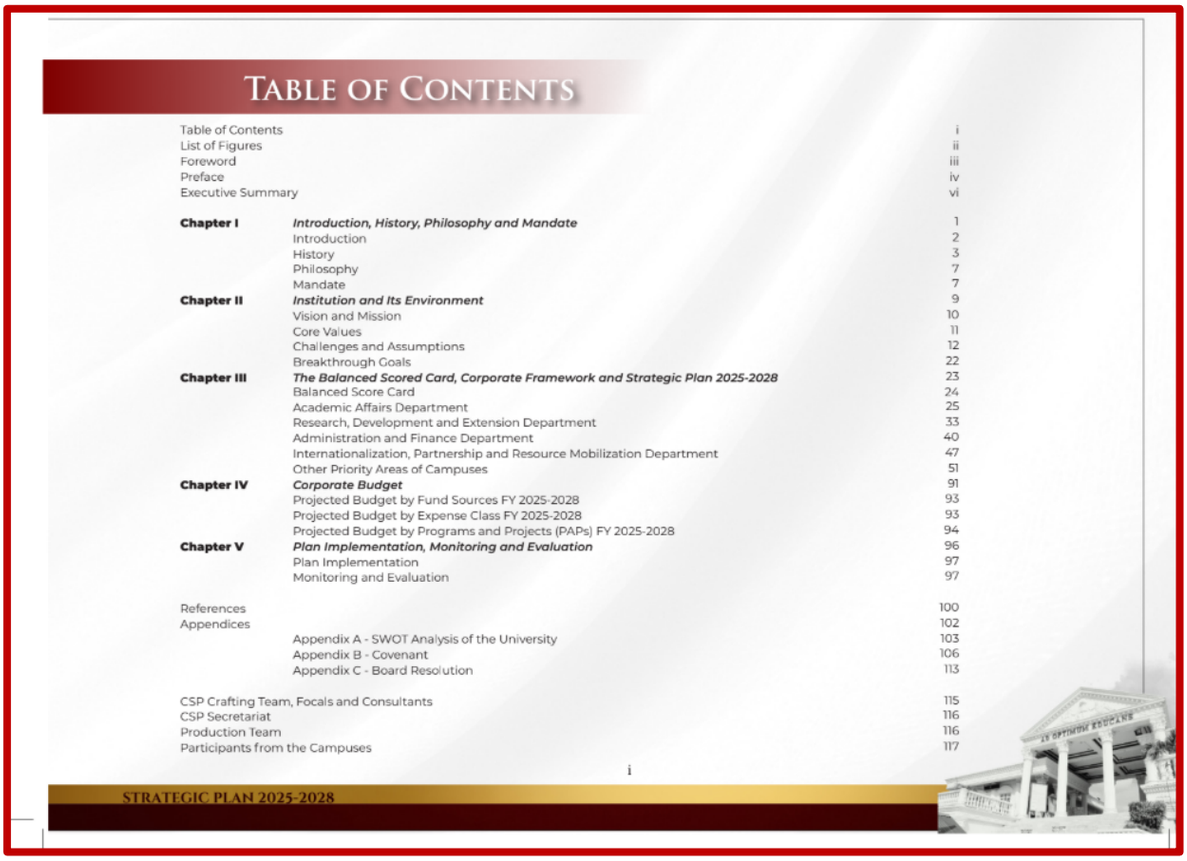


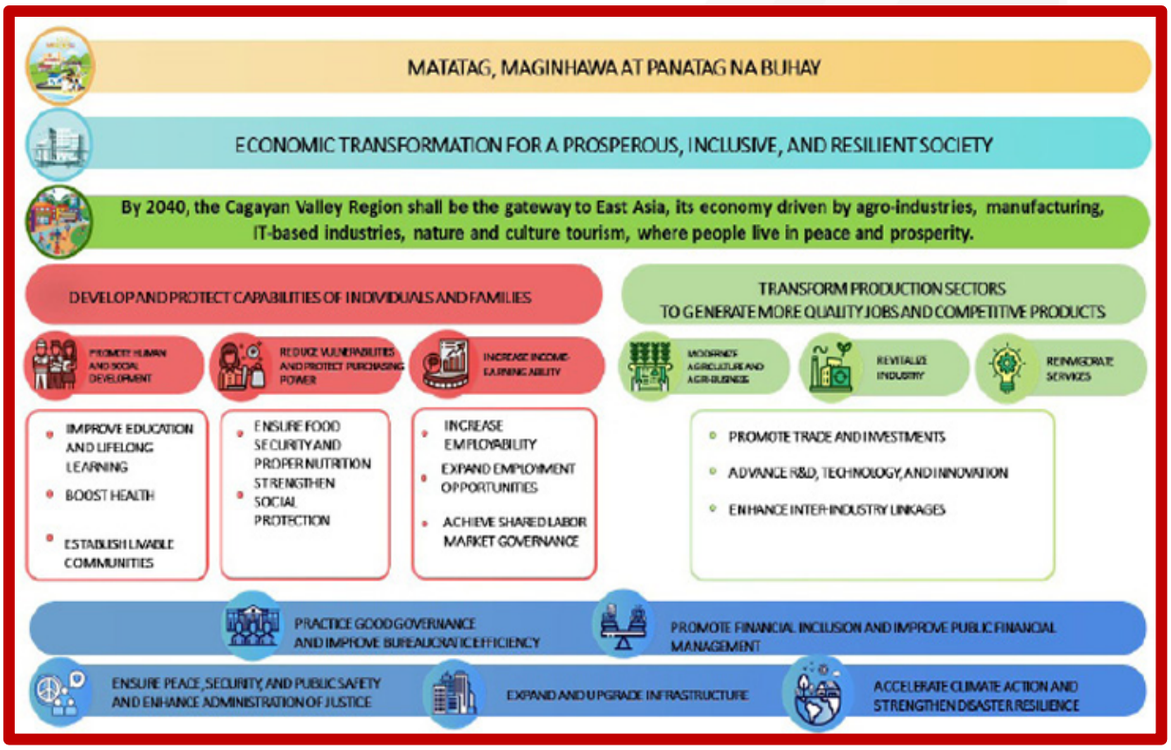
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The 2025-2028 Strategic Plan for Cagayan State University (CSU) Andrews Campus, with a focus on Other Priority Areas (OPAs), establishes a framework for transformative growth that is closely aligned with the university's breakthrough goals, as outlined in the Balanced Scorecard and Strategic Map below.



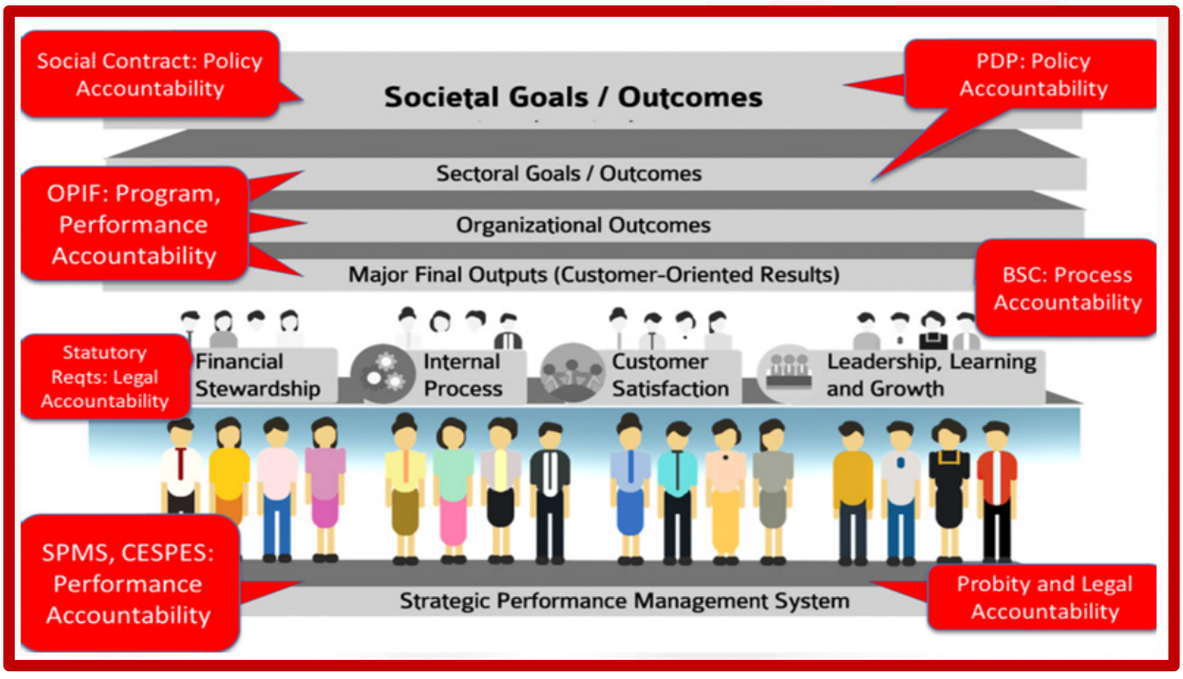
The strategic plan is built upon the Philippine Development Plan (PDP) 2023-2028, which, in turn, is rooted in a national long-term vision known as "AmBisyon Natin 2040." This long-term vision reflects the collective hopes and goals of the Filipino people for themselves and their country. The PDP is closely linked to the government's 0-10 point Socio-Economic Agenda. Moreover, this plan aligns with Executive Order No. 05, issued in 2017, which officially adopts the "Ambisyon Natin 2040" as the overarching guide for development planning.



RDP Strategy Framework taken from CVRDP 2023-2028

The plan outlines the need for aligning the university's goals at various levels, including societal, sectoral, organizational, delivery unit, and individual member objectives. It is designed around the key result areas and priority areas defined by "Ambisyon Natin 2040" and the Philippine Development Plan 2023- 2028. The plan incorporates sectoral goals, organizational outcomes, and Major Final Outputs to create the Organizational Performance Information Framework (OPIF). Additionally, it includes stationary requirements like financial stewardship, international processes (ISO), customer satisfaction, and leadership, learning, and growth for a well-rounded perspective. The plan also emphasizes the use of the Strategic Performance Management System (SPMS), aligning with probity and legal standards, and the Career Executive Service Performance System.

CSU has successfully implemented AO 25, which introduced a unified and integrated Results-Based Performance Management System (RBPMS) matrix. The university has adopted a common scorecard and maintained an updated organizational performance information system. CSU's achievements will be reported in the country's Socio-Economic Report and the Priority Program Accountability Card. Additionally, the University Major Final Outputs documentation is essential to qualify for the Performance-Based Bonus (PBB).

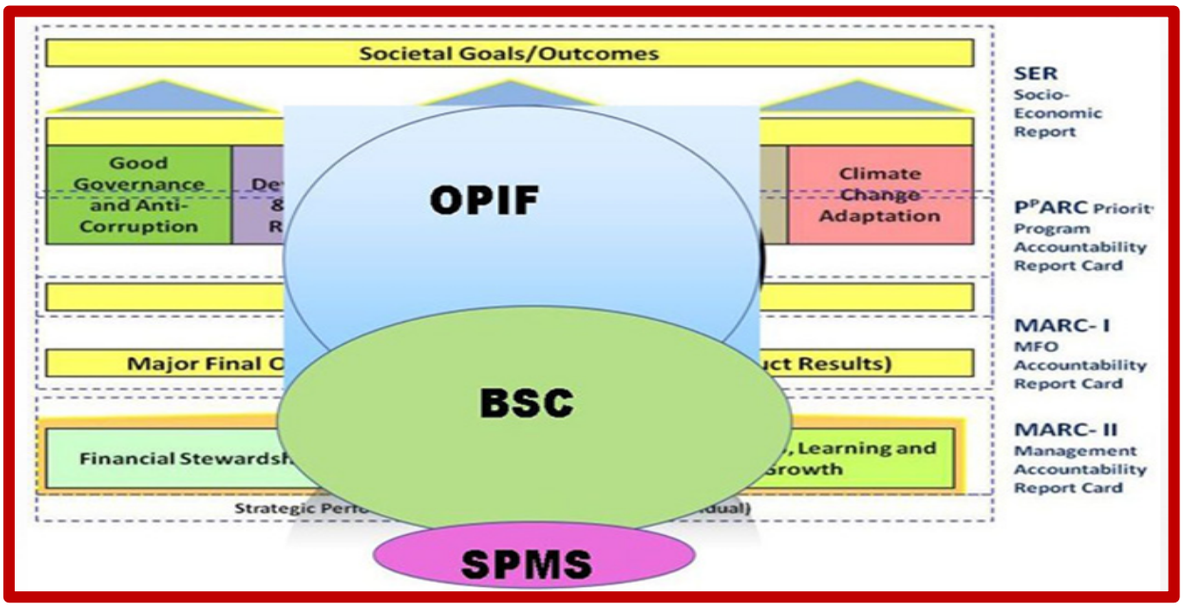


Framework taken from www.rbpms.dap.edu.ph

The strategic plan, as approved by the Social Development Council in 2012, must align with the Philippine Qualifications Framework (PQF). The PQF sets national standards and learning outcome levels in education to establish seamless pathways and equivalencies in the education and training system.

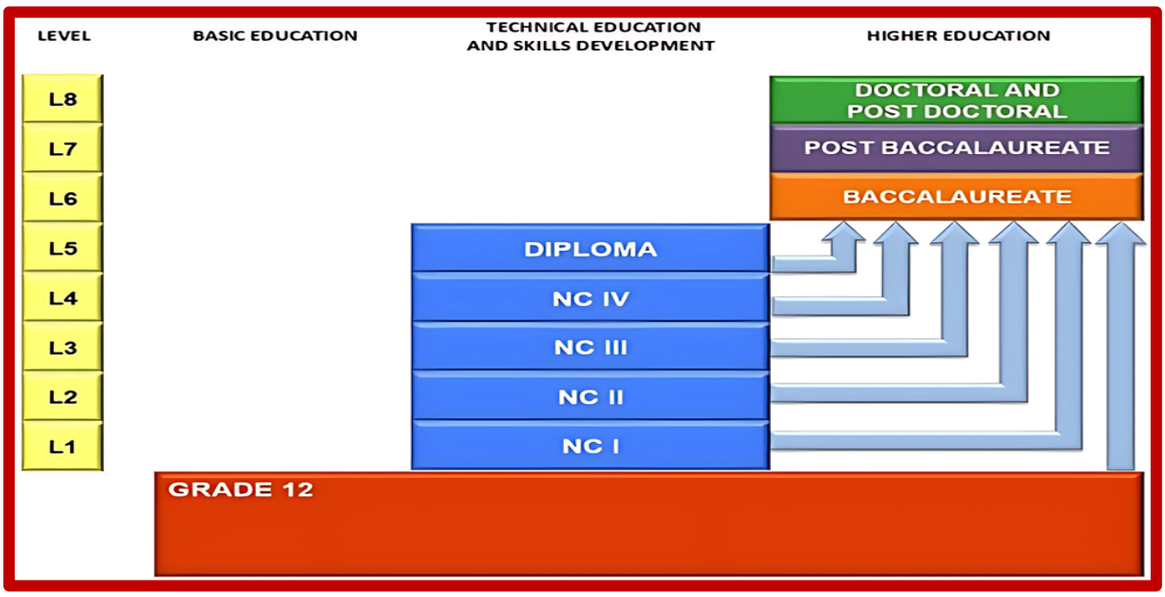


PREXC Framework taken from dbm.gov.ph



Harmonized Results-Based Performance Management System (RBPMS Framework)

The Commission on Higher Education (CHED) Strategic Plan for 2011-2016 aimed to accomplish a range of objectives. These included enhancing the relevance of Higher Education Institutions (HEIs) and their programs to align with the Philippine Development Plan (PDP) for the years 2011 to 2016. The plan also had a strong focus on improving the quality of HEIs, their programs, and systems to bring them in line with international standards. It aimed to increase access to high-quality higher education and ensure the effective and transparent management of the higher education system. Furthermore, the plan aimed to fortify CHED and other key stakeholders.



Philippine Qualifications Framework taken from pqf.gov.ph

In pursuit of these goals, the plan aligned itself with ASEAN standards and quality assurance networks. It also implemented a performance-informed budgeting system. The plan incorporated the Civil Service Commission's Strategic Performance Management System (SPMS) and considered the implications of Republic Act No. 10055 to support research and development. Collaboration with the Department of Agriculture in research, development, and extension programs was a key priority.

Moreover, the plan was firmly rooted in the 1987 Philippine Constitution, which upholds the right of all citizens to quality education. It also aligned with Republic Act No. 8292, the Higher Education Modernization Act, which conferred corporate powers upon the governing boards of state universities and colleges while outlining their organization and operation. Additionally, the plan took into consideration various education-related laws and regulations.

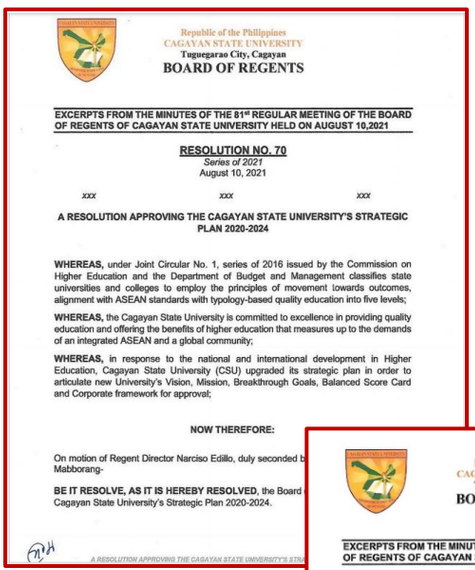
The strategic planning process began with the revision of the university's vision and mission, ensuring alignment with CHED and other overseeing bodies. Subsequently, a SWOT analysis was conducted (refer to Appendix A) to pinpoint the institution's strengths, weaknesses, opportunities, and threats, laying the groundwork for the establishment of strategic objectives.

These strategic objectives played a pivotal role in defining the university's major and priority programs. They, in turn, played a central role in creating the balanced scorecard, which, as a final step, informed the development of the comprehensive strategic map.

Finally, in response to the 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, SU'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.

Following board approval, the officials and stakeholders of Cagayan State University convened for a strategic planning workshop, resulting in the formulation of the university's strategic plan for the period 2020-2024.

The University's 2020-2024 Strategic Development Plan is documented and can be accessed at
https://drive.google.com/file/d/1nSuojZKcYTdsQ_WsSasHwPRUeceuUzNS/view?usp=drive_link .



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

EXCERPTS FROM THE MINUTES OF THE 81st REGULAR MEETING OF THE BOARD OF REGENTS OF CAGAYAN STATE UNIVERSITY HELD ON AUGUST 10,2021

RESOLUTION NO. 70
Series of 2021
August 10, 2021

xxx xxx xxx

A RESOLUTION APPROVING THE CAGAYAN STATE UNIVERSITY'S STRATEGIC PLAN 2020-2024

WHEREAS, under Joint Circular No. 1, series of 2016 issued by the Commission on Higher Education and the Department of Budget and Management classifies state universities and colleges to employ the principles of movement towards outcomes, alignment with ASEAN standards with typology-based quality education into five levels;

WHEREAS, the Cagayan State University is committed to excellence in providing quality education and offering the benefits of higher education that measures up to the demands of an integrated ASEAN and a global community;

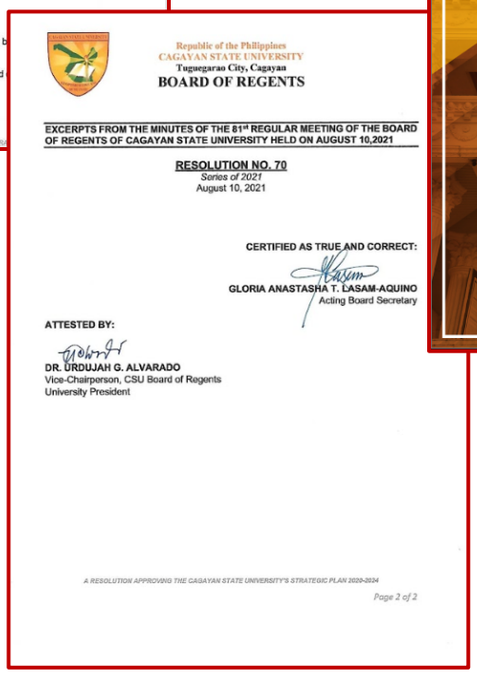
WHEREAS, in response to the national and international development in Higher Education, Cagayan State University (CSU) upgraded its strategic plan in order to articulate new University's Vision, Mission, Breakthrough Goals, Balanced Score Card and Corporate framework for approval;

NOW THEREFORE:

On motion of Regent Director Narciso Edillo, duly seconded b
Mabborang-

BE IT RESOLVE, AS IT IS HEREBY RESOLVED, the Board
Cagayan State University's Strategic Plan 2020-2024.

A RESOLUTION APPROVING THE CAGAYAN STATE UNIVERSITY'S STRA



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

EXCERPTS FROM THE MINUTES OF THE 81st REGULAR MEETING OF THE BOARD OF REGENTS OF CAGAYAN STATE UNIVERSITY HELD ON AUGUST 10,2021

RESOLUTION NO. 70
Series of 2021
August 10, 2021

CERTIFIED AS TRUE AND CORRECT:

GLORIA ANASTASHA T. LASAM-AQUINO
Acting Board Secretary

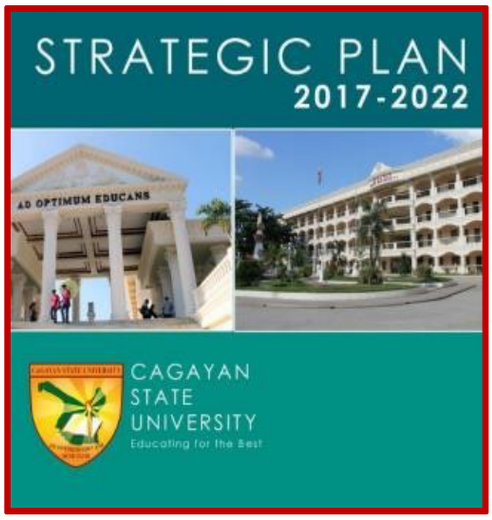
ATTESTED BY:

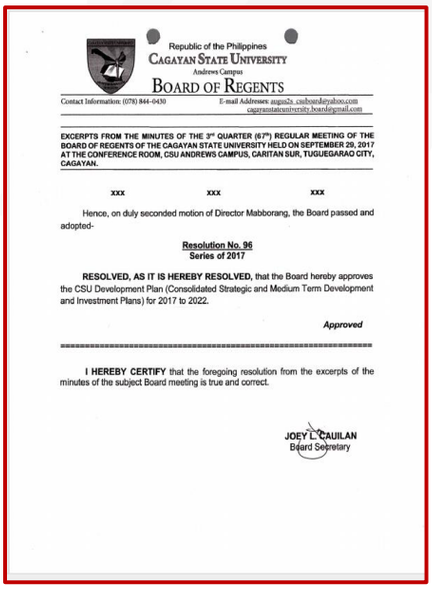
DR. URDUJAH G. ALVARADO
Vice-Chairperson, CSU Board of Regents
University President

A RESOLUTION APPROVING THE CAGAYAN STATE UNIVERSITY'S STRATEGIC PLAN 2020-2024
Page 2 of 2



Previously approved plan includes the University Board Approved Strategic Plan 2017-2022.





Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Andrews Campus
BOARD OF REGENTS

Contact Information: (078) 844-0430 E-mail Addresses: august2x_csuboard@yahoo.com cagayanstateuniversity.board@gmail.com

EXCERPTS FROM THE MINUTES OF THE 3rd QUARTER (67th) REGULAR MEETING OF THE BOARD OF REGENTS OF THE CAGAYAN STATE UNIVERSITY HELD ON SEPTEMBER 29, 2017 AT THE CONFERENCE ROOM, CSU ANDREWS CAMPUS, CARITAN SUR, TUGUEGARAO CITY, CAGAYAN.

xxx xxx xxx

Hence, on duly seconded motion of Director Mabborang, the Board passed and adopted-

Resolution No. 96
Series of 2017

RESOLVED, AS IT IS HEREBY RESOLVED, that the Board hereby approves the CSU Development Plan (Consolidated Strategic and Medium Term Development and Investment Plans) for 2017 to 2022.

Approved

I HEREBY CERTIFY that the foregoing resolution from the excerpts of the minutes of the subject Board meeting is true and correct.

JOEY L. CAUILAN
Board Secretary

After the implementation of the plan, a review was conducted in 2022. President Urdujah Alvarado provided an overview of Cagayan State University's accomplishments from 2016 to 2022 during the Strategic Planning 2023 meeting in Baguio City. The presentation included significant achievements, such as an increase in the number of academic programs, growth in enrolment, faculty development, and commendation from accrediting bodies. The university also secured funding for research programs, fostering a vibrant culture of research and development. International partnerships with institutions in ASEAN countries and North America were established. Financially, the budget increased due to strategic negotiations. Several infrastructure projects were completed, and the university received various national and international accolades. In addition, the meeting discussed the revision of the SPMS Manual and set targets for different university sectors. Campus planning officers were expected to present their respective OPCRs during the event.



CAGAYAN STATE UNIVERSITY
INFOCUS
The Official Newsletter of the Office of the University President

Issue No. 5 January - February 2019

FORMER ASEC. NUQUE GIVES INSIGHTS ON CSU'S MTDIP – STRATEGIC PLAN 2017-2022

Former Assistant Secretary, Eddie M. Nuque gave his recommendations and insights on Cagayan State University's Medium-Term Development and Investment Plan (MTDIP) during the "Strategic Plan 2017-2022: Review Integration Workshop" last February 20, 2019 held at the CICS Conference Hall of CSU Carig Campus.

As a response to the demands of time and expectations of the society, University President Urdujah A. Tejada highlighted in her welcome address, the importance of an external reviewer to gain an outside perspective on the state of the University. After which, she held a comprehensive review on the process of crafting the Medium-Term Development and Investment Plan (MTDIP) – Strategic Plan 2017-2022 that is grounded mainly on performance excellence and global competitiveness. On the other hand, Dr. Florentina S. Damian, the University Technical Adviser, ushered the plenary on the Technical Description inscribed in CSU's MTDIP – Strategic Plan 2017-2022.

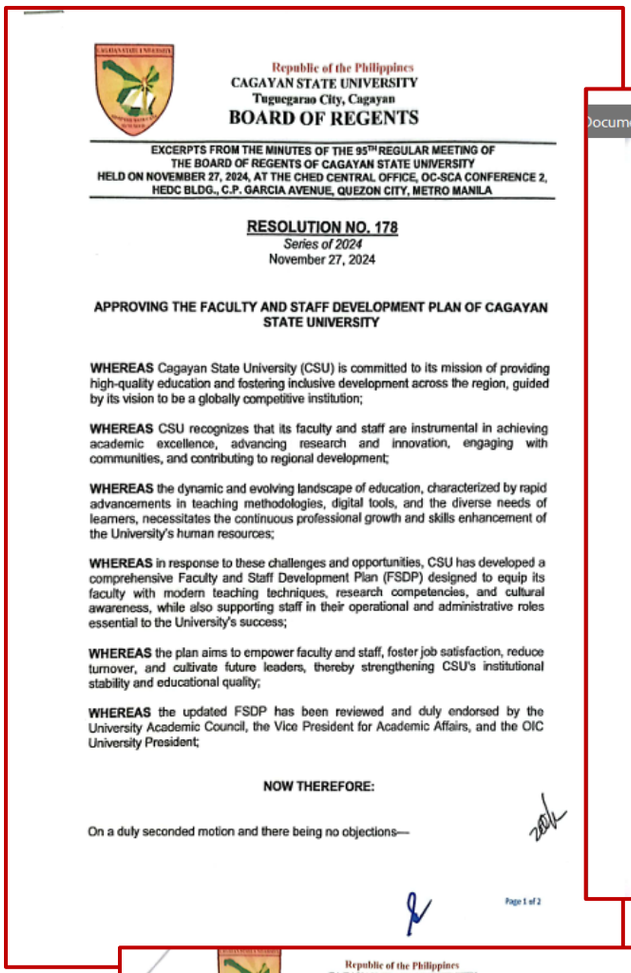
Mr. Eddie M. Nuque, a Professor from De La Salle University and former Assistant Secretary of the Office of the Philippine President, gave a thorough review on CSU's Strategic Plan 2017-2022. One of the given recommendations was the assessment of the Vision and Mission Statement of the University. This is acted upon by an Integration Workshop in the afternoon session at CSU Andrews' Conference Hall where the crafting of a new Vision and Mission was collectively made by the Campus Executive Officers and other university officials.

Faculty and Staff Development Plan

Other Plans of the University that are significant in its operations and in the delivery of quality tertiary education and services include the Faculty and Staff Development Plan and the University Quality Assurance Plan.

Faculty and Staff Development Plan (2024-2028):

https://drive.google.com/drive/folders/1mWGd3DYrUzMTuiW9kHrXhVKw8-L1xKYq?usp=drive_link



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

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

RESOLUTION NO. 178
Series of 2024
November 27, 2024

APPROVING THE FACULTY AND STAFF DEVELOPMENT PLAN OF CAGAYAN STATE UNIVERSITY

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

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

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

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

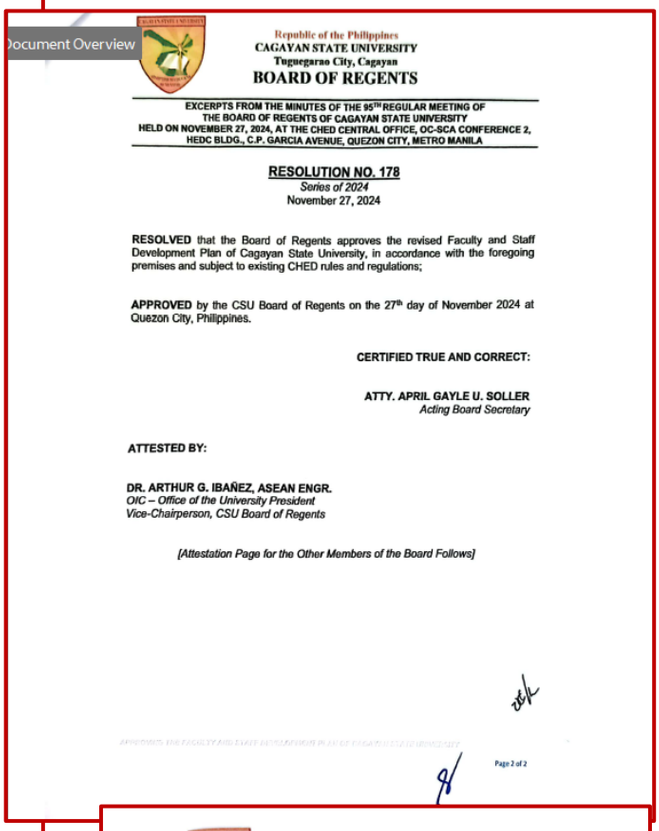
WHEREAS the plan aims to empower faculty and staff, foster job satisfaction, reduce turnover, and cultivate future leaders, thereby strengthening CSU's institutional stability and educational quality;

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

NOW THEREFORE:

On a duly seconded motion and there being no objections—

Page 1 of 2



Document Overview

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

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

RESOLUTION NO. 178
Series of 2024
November 27, 2024

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

APPROVED by the CSU Board of Regents on the 27th day of November 2024 at Quezon City, Philippines.

CERTIFIED TRUE AND CORRECT:

ATTY. APRIL GAYLE U. SOLLER
Acting Board Secretary

ATTESTED BY:

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

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

Page 2 of 2



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

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

RESOLUTION NO. 178
Series of 2024
November 27, 2024

ATTESTED BY:

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

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

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

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

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

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

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

Attestation Page



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

RATIFICATION OF RESOLUTIONS PASSED BY THE BOARD

RESOLUTION NO. 178
Series of 2024
November 27, 2024

RATIFIED BY:

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

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

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

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

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

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

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

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

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

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

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

CONGRESSMAN JOSEPH L. LARA
Representative, 3rd District of Cagayan representing:
CONGRESSMAN MARK O. GO
HOR Chair, House Committee on Higher and Technical Education
Member, CSU Board of Regents

Ratification Page

University Quality Assurance Plan

Cagayan State University (CSU), guided by its commitment to global excellence, has institutionalized a comprehensive University Quality Assurance Plan for Academic Years 2021–2024. This plan reflects CSU's unwavering pursuit of continuous improvement in instruction, research, extension, and production through a responsive, accountable, and globally benchmarked quality management system.

Quality Policy and Objectives

CSU upholds **global stature through total quality management**, ensuring that its services remain excellent, efficient, and responsive. To reinforce this commitment, the university has established the following **quality objectives**:

1. Sustain the high quality of instruction and innovation in research, extension, production, and resource mobilization.
2. Provide adequate support for continuous human resource development.
3. Uphold core values in embracing opportunities and addressing institutional challenges.
4. Ensure a responsive feedback mechanism through systematic evaluation and review.
5. Comply with the statutory and regulatory standards of quality assurance bodies.

Through these objectives, CSU ensures alignment with both national education goals and international higher education frameworks.

Strategic Alignment and Frameworks

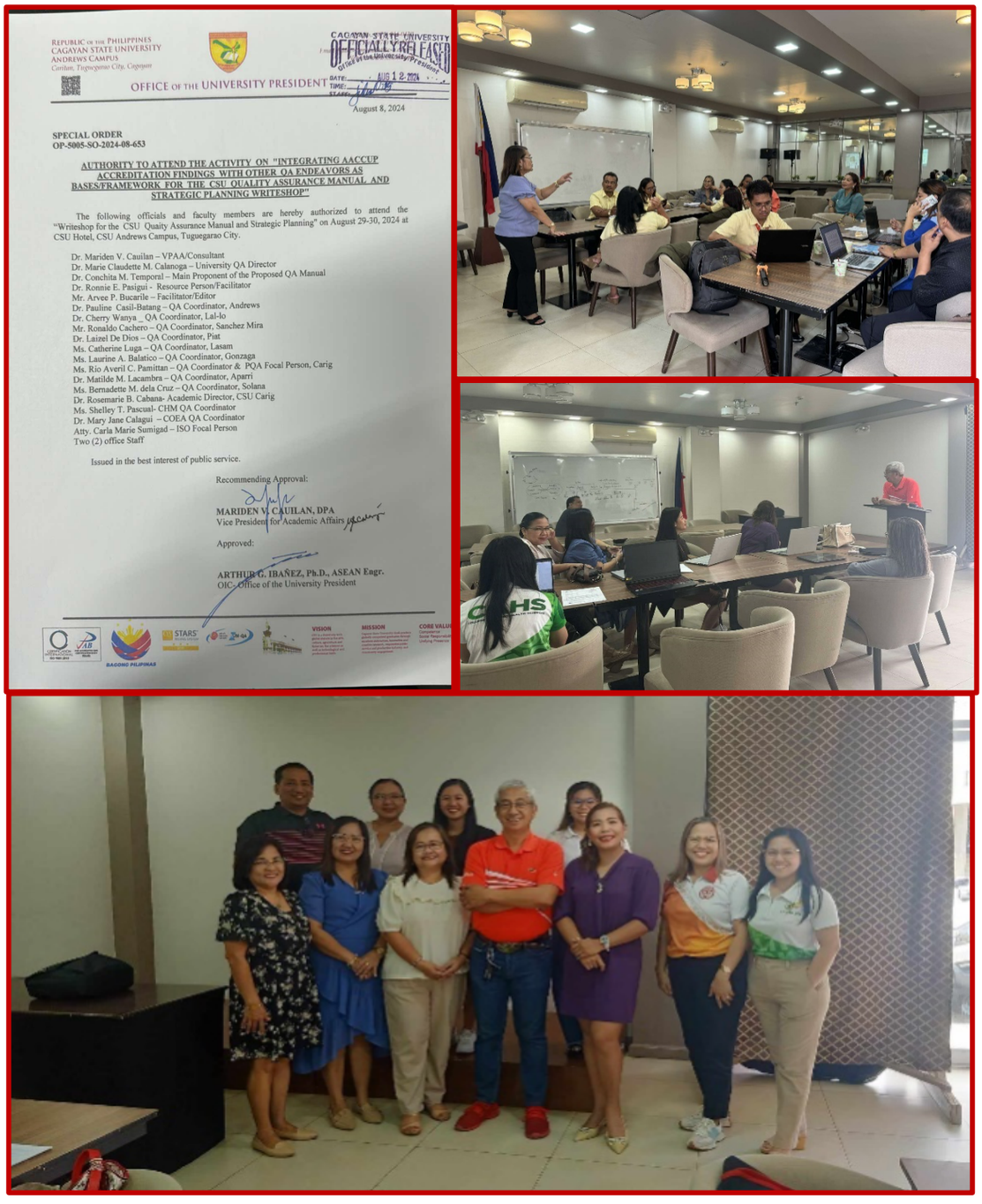
Aligned with the **Philippine Development Plan's call to accelerate human capital development**, CSU's Quality Assurance Framework translates this national directive into actionable goals. These include:

- Establishing a **culture of competence, commitment, and professionalism**;
- Aligning **policies and programs with international, national, and local mandates**;
- Promoting **internationalization of tertiary education** for global competitiveness;
- Ensuring **quality, relevant, and accessible tertiary education** across all programs.

The framework integrates CSU's **Strategy Map (2020–2024)** and **Academic Affairs Framework**, ensuring coherence across the university's operational, academic, and research thrusts.

The University Quality Assurance Office has been actively working to uphold CSU's commitment to delivering high-quality education and services. As part of this effort, the QA Office developed the Quality Assurance (QA) Plan for Cagayan State University covering 2018–2021 and 2021–2024. These plans outline key initiatives in self-assessment, external evaluation, continuous improvement, quality enhancement, and sharing best practices across the university system.

Significantly, the University QA Plan for 2025-2028 is enunciated in the QA Manual. This is the result of the conducted thorough QA Strategic Planning held at the CSU Hotel last August 29-30, 2024.



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

CAGAYAN STATE UNIVERSITY
OFFICIALLY RELEASED
OFFICE OF THE UNIVERSITY PRESIDENT
DATE: AUG 12 2024
TIME:
SIGNATURE:

OFFICE OF THE UNIVERSITY PRESIDENT

August 8, 2024

SPECIAL ORDER
OP-5005-SO-2024-08-653

AUTHORITY TO ATTEND THE ACTIVITY ON "INTEGRATING AACCUP ACCREDITATION FINDINGS WITH OTHER QA ENDEAVORS AS BASES/FRAMEWORK FOR THE CSU QUALITY ASSURANCE MANUAL AND STRATEGIC PLANNING WRITESHOP"

The following officials and faculty members are hereby authorized to attend the "Writeshop for the CSU Quality Assurance Manual and Strategic Planning" on August 29-30, 2024 at CSU Hotel, CSU Andrews Campus, Tuguegarao City.

Dr. Mariden V. Caulan – VPAA/Consultant
Dr. Marie Claudette M. Calanoga – University QA Director
Dr. Conchita M. Temporal – Main Proponent of the Proposed QA Manual
Dr. Ronnie E. Pasigui - Resource Person/Facilitator
Mr. Arvee P. Bucarie – Facilitator/Editor
Dr. Pauline Casil-Batang – QA Coordinator, Andrews
Dr. Cherry Wanya _ QA Coordinator, Lal-lo
Mr. Ronaldo Cachero – QA Coordinator, Sanchez Mira
Dr. Laizel De Dios – QA Coordinator, Piat
Ms. Catherine Luga – QA Coordinator, Lasam
Ms. Laurine A. Balatico – QA Coordinator, Gonzaga
Ms. Rio Averil C. Pamittan – QA Coordinator & PQA Focal Person, Carig
Dr. Matilde M. Lacambra – QA Coordinator, Aparri
Ms. Bernadette M. dela Cruz – QA Coordinator, Solana
Dr. Rosemarie B. Cabana- Academic Director, CSU Carig
Ms. Shelley T. Pascual- CHM QA Coordinator
Dr. Mary Jane Calagui – COEA QA Coordinator
Atty. Carla Marie Sumigad – ISO Focal Person
Two (2) office Staff

Issued in the best interest of public service.

Recommending Approval:

MARIDEN V. CAULAN, DPA
Vice President for Academic Affairs

Approved:

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

The plans are accessible at:

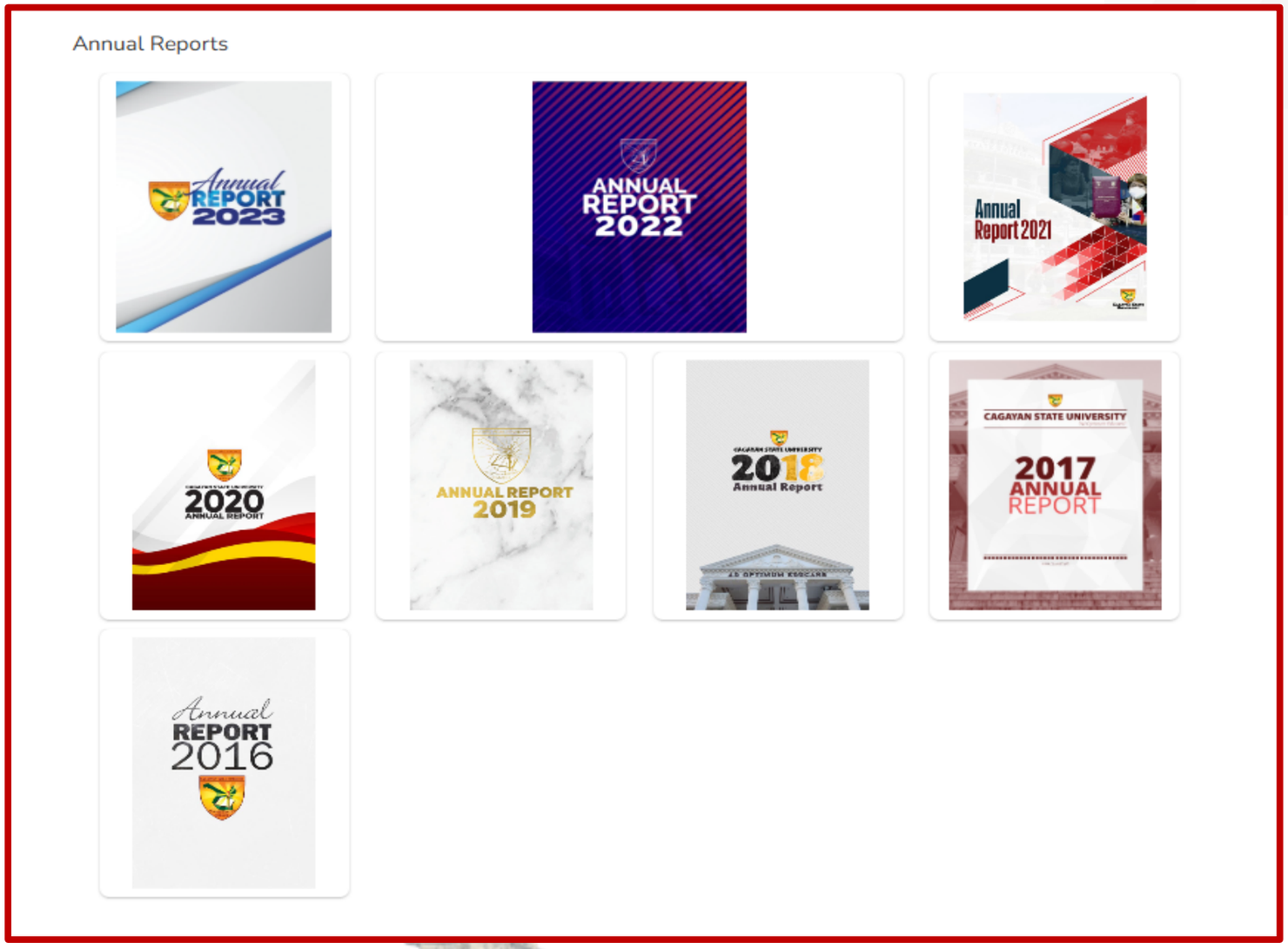
https://drive.google.com/drive/folders/1DsvH9TriC6RefVD0nVld0F26esptONz8?usp=drive_link.

The University Vision and Mission encapsulates the goal of becoming "*a university with global stature in the arts, arts, culture, agriculture and fisheries, the sciences as well as technological and professional fields".* Thereat, it is aligned with international and local policies, guidelines, frameworks and standards.

This commitment is realized through its fourfold thrusts and is evident in the rich accomplishments it attains annually.

High-Quality Education and Competency Development:	CSU emphasizes critical thinking, problem solving, and competitiveness in both national and global contexts, producing graduates who are well-prepared for a variety of professional settings. This emphasis on academic excellence and skill development guarantees that graduates can effectively contribute to their respective fields and communities.
Research and Development	CSU's research projects target both local and global concerns. The university engages in creative research programs that are both community-focused and internationally relevant, promoting an environment of inquiry and evidence-based solutions.
Community Engagement and Social Responsibility	CSU encourages community involvement, especially in education, agriculture, fisheries, and social equity. By cooperating with local organizations and enterprises, the institution encourages sustainable community development and provides students with the experience and dedication required for social responsibility.
Global Partnerships and Internationalization	The university actively engages in international collaborations to enhance learning opportunities, cultural exchange, and research capabilities. These partnerships align with CSU's mission to unify global and local perspectives, preparing students to work in diverse cultural and professional contexts

The university accomplishment reports are accessible at: https://csu.edu.ph/publications .



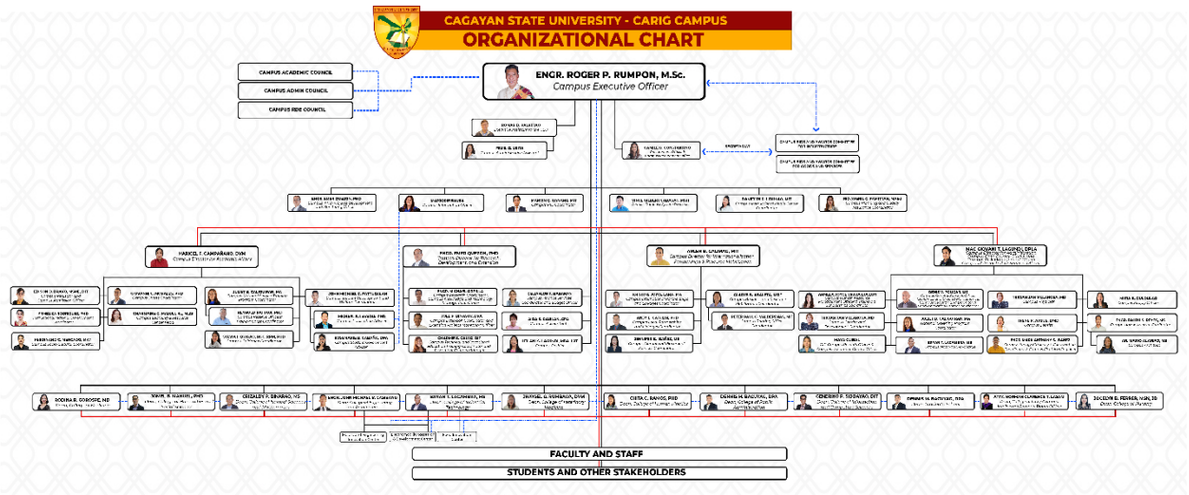
II. CSU Carig Campus Planning Process





Campus Planning Structure

The campus planning officer holds a distinct position within the campus organizational structure, indicating the presence of a dedicated unit responsible for overseeing the comprehensive campus planning process and ensuring the high quality of campus plans.



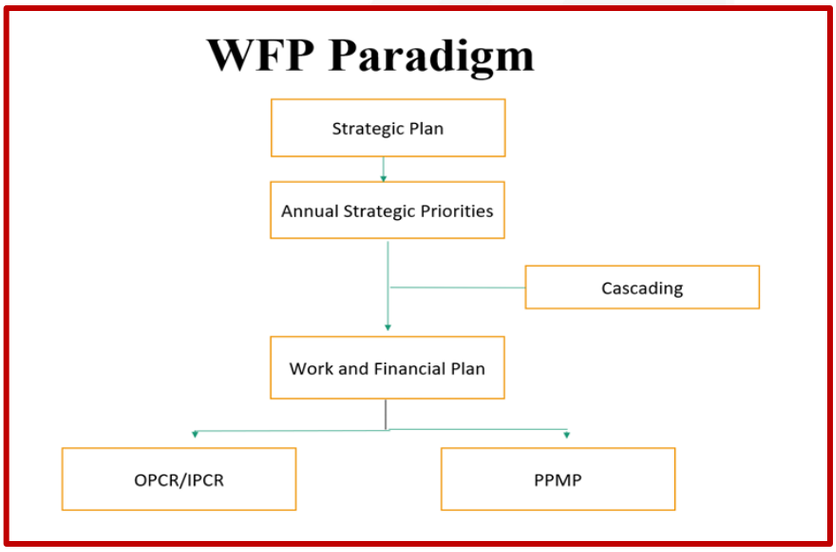
Campus Organizational Chart
https://drive.google.com/file/d/1ZPSa2jCVfRfEjY8C9yE7ZyzGtxI8QnUo/view?usp=drive_link

At the campus level, strategic planning is led by the Management Committee, headed by the Campus Executive Officer and includes campus directors, coordinators, unit/section heads, and College Deans. The planning process is guided by the University Vision, Mission, Breakthrough Goals, Strategic Development Plan, and the President's OPCR. Additionally, statutory and regulatory laws, SWOT analysis, environmental scanning, and performance assessments from the previous year are considered. The campus strategic planning serves as a mechanism for cascading targets to deliver units and colleges. Colleges are then responsible for documenting their Work and Financial Plans (WFPs), which include SWOT Analysis, Priority Action Plans (PAPs), budgetary requirements, fund sources, and responsible units/personnel. The WFPs become the basis for the individual performance commitment and review (IPCR) of all faculty and staff.

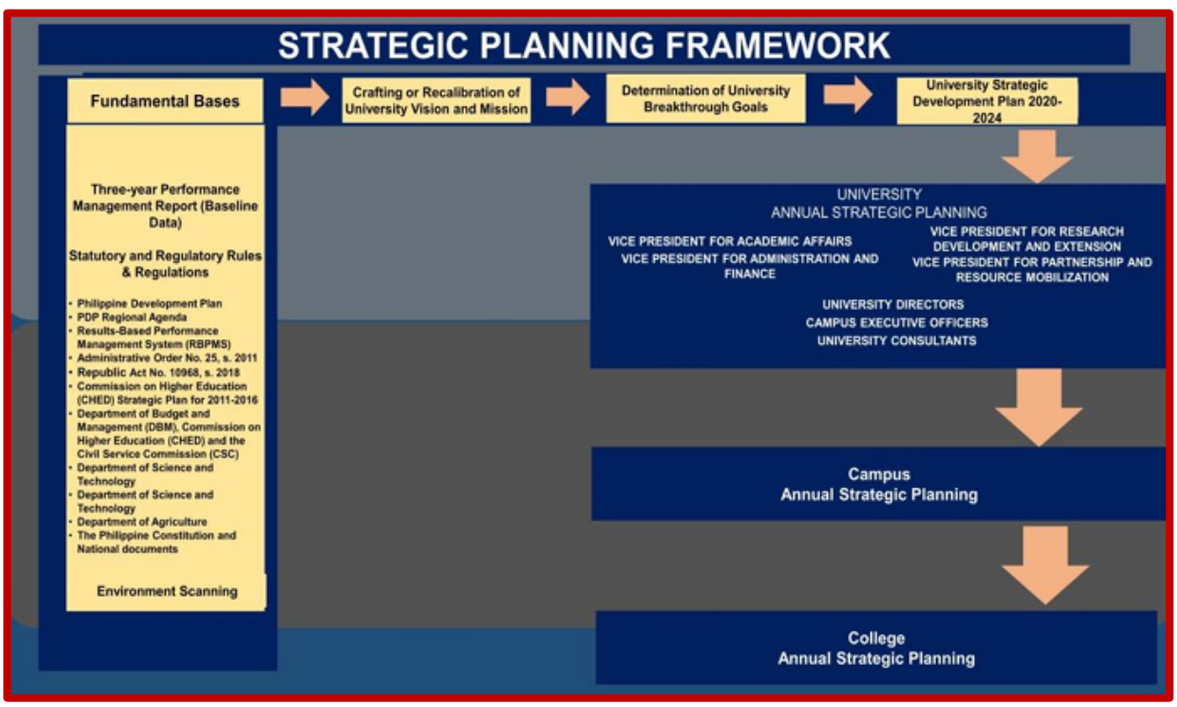
Strengths of the CSU Carig Campus Planning Process

1. The university's multi-level leaders drive innovation through strategic planning, involving industry experts, partner agencies, alumni, and community representatives. They respond to online education demands, improve services, and research advancements, fostering research and extension activities.
2. The university's strategic planning involves identifying units and individuals for specific priorities, aligning breakthrough goals with SUC leveling and PBB grant guidelines. The President's OPCR designates units, while Vice Presidents determine campus targets. Manuals of Procedures guide office responsibilities and external partners follow procurement guidelines.
3. The university's Strategic Objectives (SO) for academics, RDE, administration, and partnership are outlined in the SDP 2020-2024, updated annually based on performance analysis and industry demands.
4. The university now uses a Work and Financial Plan (WFP) to align actions, programs, activities, and projects with target indicators, budgetary resources, and responsible

units. The WFP includes SWOT analysis, PAPs, budgetary requirements, and fund sources. These plans are reviewed during mid-year strategic planning by the University Executive Committee, identifying and evaluating performance for the first half of the year. If priorities are not met, catch-up plans are made.



5. The University Strategic Development Plan collects data to monitor and evaluate campus and university objectives through quarterly and annual reports, gap analysis, and IPCR/OPCR. These reports are used for performance reviews, strategic planning, and highlighting accomplishments. A data analyst is hired to review these reports, identifying areas for improvement and immediate action. This helps in implementing prevention, resolution, or innovation.



At the Campus level, operational planning is conducted to determine the annual campus operational plan involving the Management Committee led by the Campus Executive Officer, and participated by the campus directors/coordinators, the unit/section heads, and College Deans.

The planning is basically guided by the University Vision, Mission, Breakthrough Goals, the University Strategic Development Plan, and the President's OPCR. Similar statutory and regulatory laws, SWOT analysis, environmental scanning and performance assessment for the previous year are also considered during target setting. The campus

strategic planning is an avenue for the cascading of campus targets to the delivery units and colleges.

Thereafter, the colleges are tasked to document their respective Work and Financial Plans (WFPs). The WFPs contain the SWOT Analysis of each strategic priority that has been cascaded, the PAPs to be implemented to achieve the priority, the budgetary requirement and fund source, and the unit/personnel responsible. The WFP becomes a basis for the individual performance commitment and review (IPCR) of all faculty and staff. 2025 Operational Planning documents (Campus Work and Financial Plan, Office/College Work and Financial Plans) is accessible at https://bit.ly/2025-OperationalPlanning .



Campus Officials poses after the successful CSU-Carig 2025 Operational Planning workshop, centered on the theme "AGILA: Advancing 2025 Operational Plans through Resource Optimization and SWOT Integration", on March 13-14, 2025. The event aimed to assess the campus's performance and chart a path forward using a strategic and data-driven approach.



The member of the Campus Management Committee convenes in a two-day operational planning activity.



Dr. Dumlao, Technical Consultant discusses the guidelines in making SMART SWOT analysis.



Campus Officials poses after the successful Day 1 of the Campus 2024 Operational Planning held on May 27-29, 2024 at Pagudpud, Ilocos Norte, with the theme: *Reviewing Performance, Optimizing Resources, and Generating Strategies to Execute with Excellence, and Realize Objectives*



Dr. Urduja G. Alvarado, former University President, discussed development opportunities for the campus. She stressed on the presence of Niche Programs. She presented the five models of university



Signing of 2024 commitment targets by Engr. **Roger P. Rumpon** (OIC- Office of the CEO) and Dr. **Arthur G. Ibañez, ASEAN Engr.** (OIC, Office of the University President) with **Dr. Urduja G. Alvarado** (University Technical Consultant) signing of 2023 OPCR of Campus Executive Officer.

The Campus Work and Financial Plan is available at https://bit.ly/CampusWFP2024 . Complete documentation of the activity is accessible at

https://bit.ly/2024OperationalPlanning .

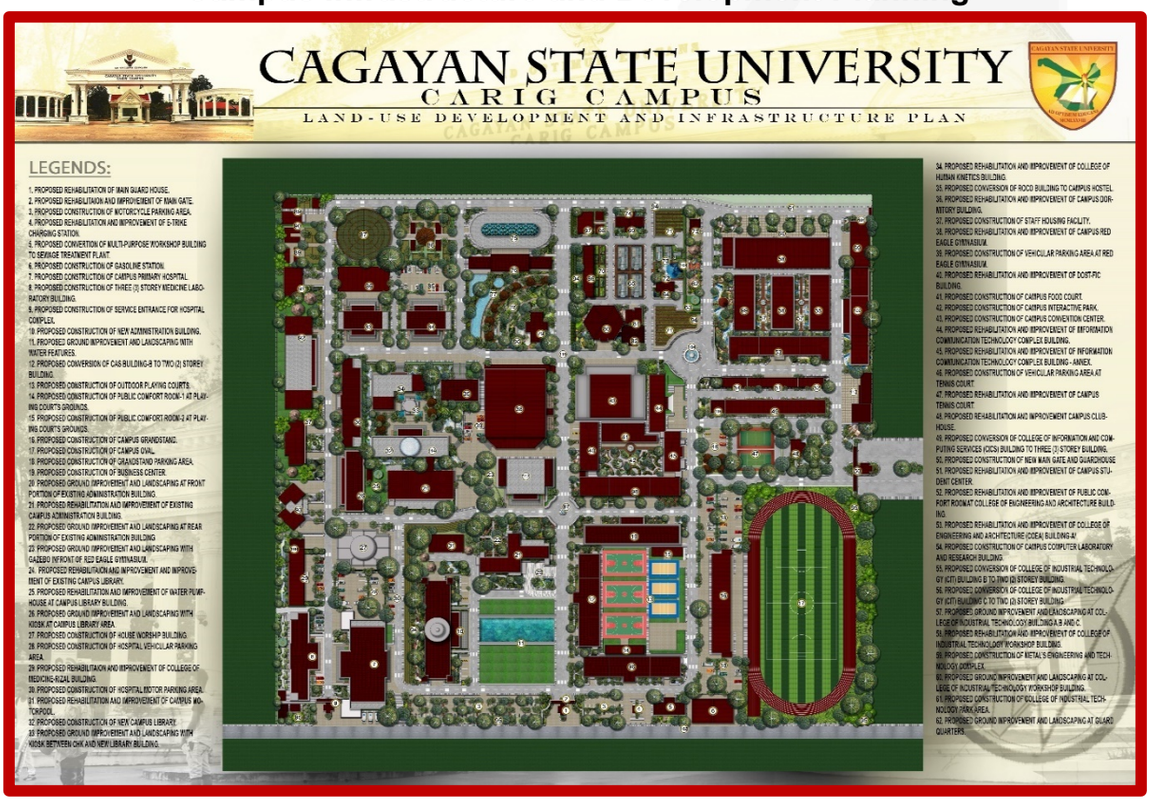
2023 Operational Planning of the Campus is available at

https://bit.ly/2023OperationalPlanning .



2023 Strategic Planning

Campus Infrastructure and Development Planning



The University's planning and implementation framework has consistently translated strategic priorities into tangible campus developments. In line with the Project Procurement Management Plan (PPMP) and the Annual Investment Plan (AIP), the Carig Campus carried out a series of infrastructure repair and upgrading projects from 2020 to 2025.

In 2020, major rehabilitation projects were completed to restore facilities damaged by Typhoons Lawin and Ompong, including the repair and rehabilitation of the Campus Library and Museum, CAS Building A, CMS Buildings (New and Old), CIT Buildings A and Workshop, and the Campus Gymnasium and Administration Building. These initiatives, funded by the Office of Civil Defense (OCD), were aligned with CSU's disaster recovery and resilience planning objectives.

By 2023, the campus expanded its infrastructure enhancement efforts, implementing the finishing works for the College of Industrial Technology Building A, and improving the College of Arts and Sciences Building, the ground floor of the College of Engineering, and the College of Public Administration Building, along with the completion of the College of Veterinary Medicine Building.

The 2024 and 2025 projects focused on upgrading academic and administrative facilities to support the University's strategic direction toward sustainable, safe, and conducive learning environments. These continuous improvements were guided by the PPMP and aligned with CSU's Long-Range Development Plan.

Through these accomplishments, the Civil Engineering program and its host college benefit from upgraded laboratories, safer facilities, and more efficient learning spaces—evidence that planning, budgeting, and implementation are cohesively integrated to sustain quality assurance and institutional resilience.



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

EXCERPTS FROM THE MINUTES OF THE 89TH REGULAR MEETING OF THE BOARD OF REGENTS OF CAGAYAN STATE UNIVERSITY HELD ON JULY 5, 2023 AT THE PINES VIEW HOTEL, BAGUIO CITY, BENGUET

RESOLUTION NO. 103
Series of 2023
July 05, 2023

APPROVING THE CAGAYAN STATE UNIVERSITY LAND USE DEVELOPMENT AND INFRASTRUCTURE PLAN (CSU-LUDIP)

WHEREAS, pursuant to Republic Act No. 11396, all universities and colleges, through their Governing Board, are required to devise a Land Use Development and Infrastructure Plan (LUDIP) intended to utilize the land areas allocated to them as well as to indicate their plans for infrastructure and development;

WHEREAS the LUDIP of State Universities and Colleges should be linked and harmonized with the land use plan and practices of their local government units;

WHEREAS the LUDIP is required by Department of Budget and Management and the Commission on Higher Education for the approval of the General Appropriations Act's infrastructure proposal for the succeeding years;

WHEREAS the LUDIP of the Cagayan State University (CSU-LUDIP) has been completed and covers a 10-year LUDIP proposal which priority developments were identified by the different campuses;

NOW THEREFORE:

On a duly seconded motion and there being no objections –

RESOLVED the Board of Regents approves the Land Use Development and Infrastructure Plan of the Cagayan State University (CSU-LUDIP).

APPROVED by the CSU Board of Regents on the 5th day of July 2023 at Baguio City, Benguet.

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

EXCERPTS FROM THE MINUTES OF THE 89th REGULAR MEETING OF THE BOARD OF REGENTS OF CAGAYAN STATE UNIVERSITY HELD ON JULY 5, 2023 AT THE PINES VIEW HOTEL, BAGUIO CITY, BENGUET

RESOLUTION NO. 103
Series of 2023
July 05, 2023

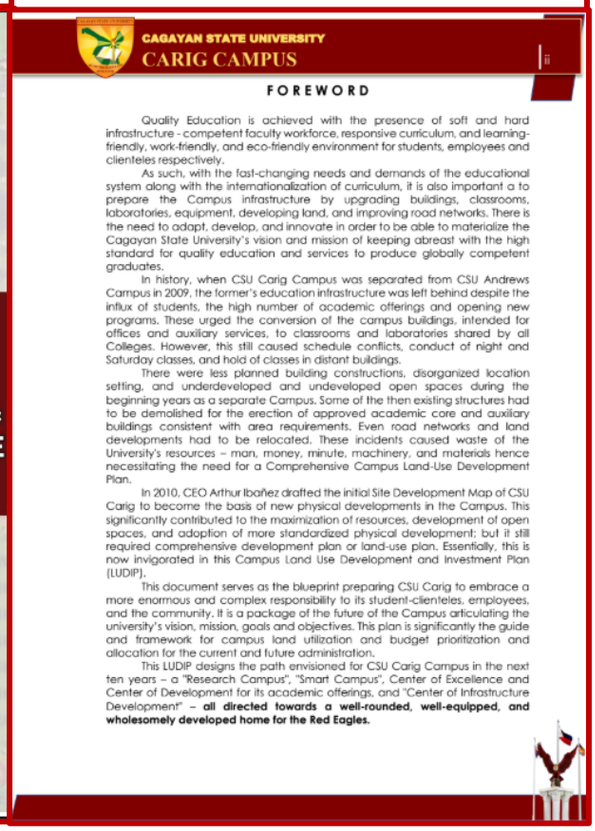
CERTIFIED AS TRUE AND CORRECT:

ATTY. APRIL GAYLE U. SOLLER
Acting Board Secretary

ATTESTED BY:

DR. URDUJAH G. ALVARADO
Vice-Chairperson, CSU Board of Regents
University President





CAGAYAN STATE UNIVERSITY
CARIG CAMPUS

FOREWORD

Quality Education is achieved with the presence of soft and hard infrastructure - competent faculty workforce, responsive curriculum, and learning-friendly, work-friendly, and eco-friendly environment for students, employees and clienteles respectively.

As such, with the fast-changing needs and demands of the educational system along with the internationalization of curriculum, it is also important a to prepare the Campus infrastructure by upgrading buildings, classrooms, laboratories, equipment, developing land, and improving road networks. There is the need to adapt, develop, and innovate in order to be able to materialize the Cagayan State University's vision and mission of keeping abreast with the high standard for quality education and services to produce globally competent graduates.

In history, when CSU Carig Campus was separated from CSU Andrews Campus in 2009, the former's education infrastructure was left behind despite the influx of students, the high number of academic offerings and opening new programs. These urged the conversion of the campus buildings, intended for offices and auxiliary services, to classrooms and laboratories shared by all Colleges. However, this still caused schedule conflicts, conduct of night and Saturday classes, and hold of classes in distant buildings.

There were less planned building constructions, disorganized location setting, and underdeveloped and undeveloped open spaces during the beginning years as a separate Campus. Some of the then existing structures had to be demolished for the erection of approved academic core and auxiliary buildings consistent with area requirements. Even road networks and land developments had to be relocated. These incidents caused waste of the University's resources – man, money, minute, machinery, and materials hence necessitating the need for a Comprehensive Campus Land-Use Development Plan.

In 2010, CEO Arthur Ibañez drafted the initial Site Development Map of CSU Carig to become the basis of new physical developments in the Campus. This significantly contributed to the maximization of resources, development of open spaces, and adoption of more standardized physical development; but it still required comprehensive development plan or land-use plan. Essentially, this is now invigorated in this Campus Land Use Development and Investment Plan (LUDIP).

This document serves as the blueprint preparing CSU Carig to embrace a more enormous and complex responsibility to its student-clienteles, employees, and the community. It is a package of the future of the Campus articulating the university's vision, mission, goals and objectives. This plan is significantly the guide and framework for campus land utilization and budget prioritization and allocation for the current and future administration.

This LUDIP designs the path envisioned for CSU Carig Campus in the next ten years – a "Research Campus", "Smart Campus", Center of Excellence and Center of Development for its academic offerings, and "Center of Infrastructure Development" – **all directed towards a well-rounded, well-equipped, and wholesomely developed home for the Red Eagles.**

Additional Documents (Project Procurement Management Plans, Campus Repair and Upgrading of Buildings 2020-2025, Site Development Plans)

https://drive.google.com/drive/folders/1BUT757GHXYzBOAxc5B1dRmB4PvjXW30L?usp=drive_link

Support to Academic and Library Development Plan

The Library Development Plan (2018–2022) demonstrates CSU's sustained commitment to quality academic support and continuous improvement in instructional resources. Guided by clear objectives and measurable targets, the plan covered seven major programs: Physical Development, Facilities Enhancement, Personnel Development, Collection Development, Consortium, Extension, and Orientation.

The Library Physical Development Program achieved full refurbishment of the campus library to meet CHED's 5% student seating capacity requirement, including optimized space utilization, new partitions, upgraded lighting, and improved ventilation. The project culminated in the full renovation of the second floor, which commenced in 2023.

In terms of ICT and system upgrades, the library successfully established a fully functional Integrated Library System (ILS) with web-based OPAC accessible at ils.csucarig.edu.ph. The creation of an interactive Library Webpage further enhanced digital access and visibility of library services.

The plan also prioritized human resource capacity. Additional licensed librarians and support staff were hired to meet the prescribed ratio, while 100% of staff engaged in professional growth activities such as training, conferences, and graduate studies.

Moreover, the Collection Enhancement Program and Library Consortium Program ensured that students and faculty have access to updated and diverse academic materials through partnerships and inter-library linkages. The library's Extension Program extended services to local schools by providing KOHA system installation assistance and book donations.

These results reflect a well-implemented planning process, supported by periodic monitoring and evaluation. The library's transformation—from infrastructure to digital systems—manifests the University's strategic planning effectiveness and commitment to quality assurance.

Additional Documents (Accomplished Library Development Plan (2018-2022)

https://drive.google.com/file/d/10LG4Aqbp1VZH4PzqLPAFuznTYKXYK9d1/view?usp=drive_link

The campus accomplishment reports are accessible at:

https://bit.ly/CarigCampusAccomplishmentReports .



The Campus Way forward is accessible at https://bit.ly/CampusWayForward .



III. College of Engineering and Architecture

Planning Process



At the college level, operational planning follows the outcomes of the campus operational planning led by the Campus Executive Officer and the Management Committee. Guided by the University Vision, Mission, Breakthrough Goals, Strategic Development Plan, and the President's OPCR, the college aligns its priorities with campus targets determined through SWOT analysis, environmental scanning, and performance assessment. Each college prepares its Work and Financial Plan specifying strategic priorities, programs, activities, budget requirements, and responsible personnel. These WFPs serve as operational blueprints for implementing academic, research, extension, and administrative initiatives, and also form the basis for the Individual Performance Commitment and Review (IPCR) of faculty and staff.

The College of Engineering and Architecture (COEA) has consistently adopted this planning framework over the years. From 2017 to 2022, the college implemented its College Development Plan, which served as a strategic roadmap anchored on CSU's institutional goals. It detailed objectives, strategies, targets, and performance indicators across the key thrusts of instruction, research, and extension, encompassing all degree programs in engineering.

Building upon this foundation, the Work and Financial Plans for 2024 and 2025 now supersede the previous development plan but were crafted through the same participatory and evidence-based planning process. These updated plans integrate new strategic directions such as faculty and student development, internationalization, research innovation, and community engagement, while maintaining continuity with the university's overarching strategic and operational priorities.

The foundational plans of each college are derived from the Office Performance Commitment and Review (OPCR) cascaded by the Office of the Campus Executive Officer. These are reviewed at both the University and Campus levels to ensure alignment with institutional goals. Furthermore, the college considers its specific goals and contextual priorities to ensure that each plan remains relevant, responsive, and reflective of its commitment to academic excellence, innovation, and societal impact.

College Development Plan

A compelling organizational vision serves as a guiding force that inspires collective pursuit toward meaningful and challenging goals. It provides direction in decision-making, sustains motivation amid uncertainty, and fosters commitment to long-term institutional excellence. In this context, the College Development Plan was formulated to encapsulate the strategic direction of COEA, presented comprehensively in matrix form.

The plan outlines the following components:

1. Objectives, Programs, and Projects
2. College/Department/Faculty Involvement
3. Strategies and Activities
4. Targets and Performance Indicators
5. Schedule of Implementation (2017–2022)

The development plan is anchored on the **priority areas of instruction, research, and extension**, which represent the major thrusts of the college in alignment with the university's mission and strategic goals. It also encompasses the degree programs offered under the College of Engineering and Architecture, namely:

- Bachelor of Science in Agricultural Engineering
- Bachelor of Science in Chemical Engineering
- Bachelor of Science in Civil Engineering
- Bachelor of Science in Computer Engineering
- Bachelor of Science in Electrical Engineering
- Bachelor of Science in Electronics Engineering
- Bachelor of Science in Geodetic Engineering

The College Development Plan (2017–2022) served as a foundational roadmap that guided the college's initiatives toward academic excellence, research innovation, and community service, laying the groundwork for the succeeding **Work and Financial Plans** of 2024 and 2025.

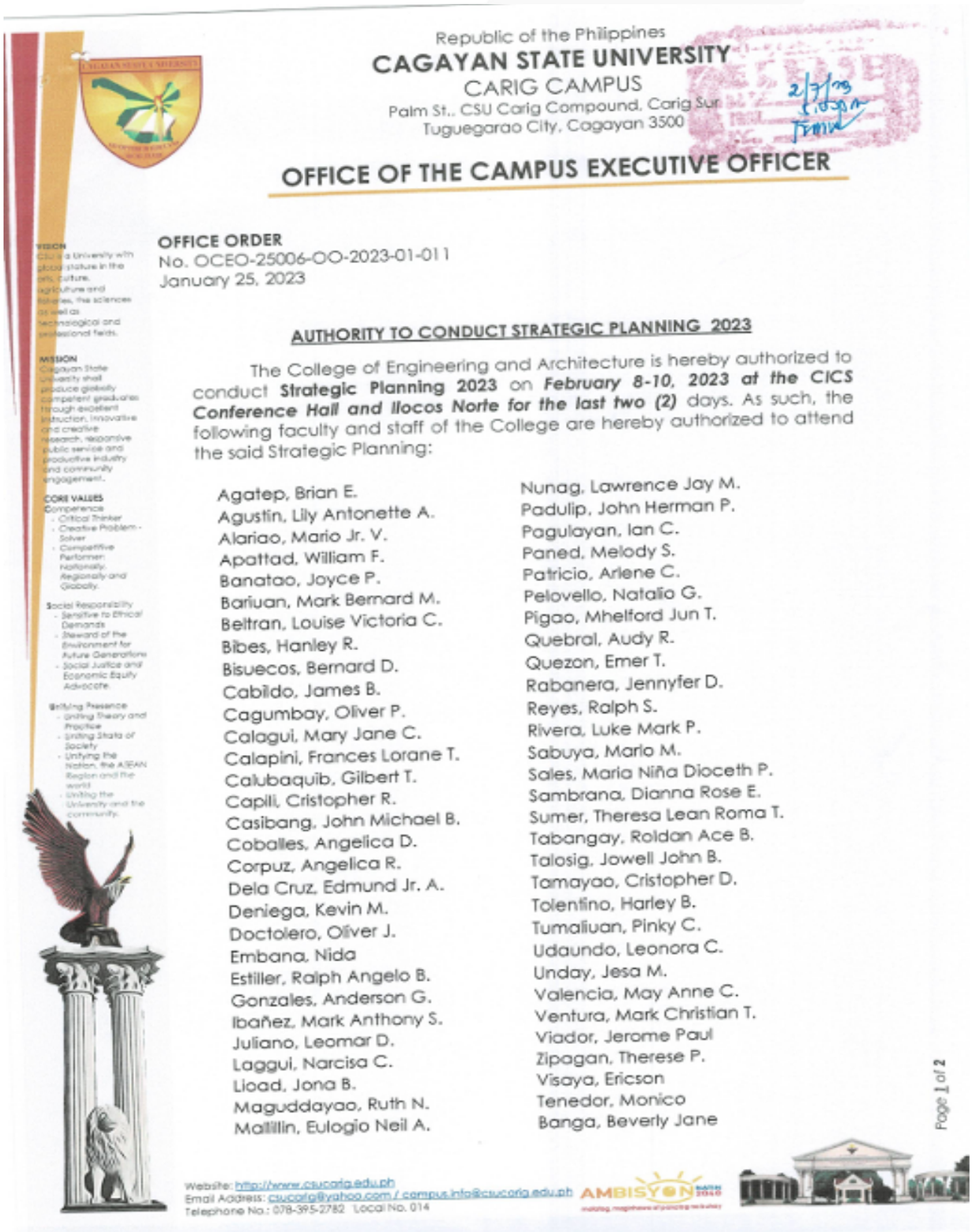
College Development Plan (2017-2022):
https://drive.google.com/file/d/1MX2L5SmNHbjGbR5D3_6e5tkdtKDapUVK/view?usp=drive_link

Work and Financial Plans of 2024 and 2025
https://drive.google.com/drive/u/0/folders/1PLveNw8gQBZrcprENZatG_8gXgf6AfcI

Project Procurement Management Plan:
https://drive.google.com/file/d/1mbC-pjUwwt13N4UYX15erUoZgPpB9ZI4/view?usp=drive_link

STRATEGIC PLANNING

To create a strategic plan for the College of Engineering and Architecture, the dean, administrative staff, and faculty members met and utilized the Dean's Office Performance Commitment Review (OPCR) as a guide.



Republic of the Philippines
CAGAYAN STATE UNIVERSITY
CARIG CAMPUS
Palm St., CSU Carig Compound, Carig Sur
Tuguegarao City, Cagayan 3500

OFFICE OF THE CAMPUS EXECUTIVE OFFICER

OFFICE ORDER
No. OCEO-25006-OO-2023-01-011
January 25, 2023

AUTHORITY TO CONDUCT STRATEGIC PLANNING 2023

The College of Engineering and Architecture is hereby authorized to conduct **Strategic Planning 2023** on ***February 8-10, 2023 at the CICS Conference Hall and Ilocos Norte for the last two (2)*** days. As such, the following faculty and staff of the College are hereby authorized to attend the said Strategic Planning:

Agatep, Brian E.
Agustin, Lily Antonette A.
Alariao, Mario Jr. V.
Apattad, William F.
Banatao, Joyce P.
Bariuan, Mark Bernard M.
Beltran, Louise Victoria C.
Bibes, Hanley R.
Bisuecos, Bernard D.
Cabildo, James B.
Cagumbay, Oliver P.
Calagui, Mary Jane C.
Calapini, Frances Lorane T.
Calubaquib, Gilbert T.
Capili, Cristopher R.
Casibang, John Michael B.
Coballes, Angelica D.
Corpuz, Angelica R.
Dela Cruz, Edmund Jr. A.
Deniega, Kevin M.
Doctolero, Oliver J.
Embana, Nida
Estiller, Ralph Angelo B.
Gonzales, Anderson G.
Ibañez, Mark Anthony S.
Juliano, Leomar D.
Laggui, Narcisa C.
Lioad, Jona B.
Maguddayao, Ruth N.
Mallillin, Eulogio Neil A.
Nunag, Lawrence Jay M.
Padulip, John Herman P.
Pagulayan, Ian C.
Paned, Melody S.
Patricio, Arlene C.
Pelovello, Natalio G.
Pigao, Mhelford Jun T.
Quebral, Audy R.
Quezon, Emer T.
Rabanera, Jennyfer D.
Reyes, Ralph S.
Rivera, Luke Mark P.
Sabuya, Mario M.
Sales, Maria Niña Dioceth P.
Sambrana, Dianna Rose E.
Sumer, Theresa Lean Roma T.
Tabangay, Roldan Ace B.
Talosig, Jowell John B.
Tamayao, Cristopher D.
Tolentino, Harley B.
Tumaliuan, Pinky C.
Udaundo, Leonora C.
Unday, Jesa M.
Valencia, May Anne C.
Ventura, Mark Christian T.
Viador, Jerome Paul
Zipagan, Therese P.
Visaya, Ericson
Tenedor, Monico
Banga, Beverly Jane

Page 1 of 2

Website: http://www.csucarig.edu.ph
Email Address: csucarig@yahoo.com / campus.info@csucarig.edu.ph
Telephone No.: 078-395-2782 Local No. 014

Republic of the Philippines
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CARIG CAMPUS
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Tuguegarao City, Cagayan 3500

OFFICE OF THE CAMPUS EXECUTIVE OFFICER

Mamba, Melowin B.
Marallag, Ernesto D.
Martin, Buencamino C.
Marzan, Beljan Q.
Molina, Mervin G.
Mampusti, John Carlo
Battung, James Lemuel
Piedad, Ronie
Javier, Natividad

The aforementioned shall be on Official Time for the whole duration of the activity.

Financial assistance of Twenty Five Thousand Pesos and 00/100 (P25,000.00) is likewise authorized.

Issued in the best interest of the service. All issuances and directives contrary hereto are hereby rescinded or modified accordingly.

ARTHUR G. IBAÑEZ, PhD, ASEAN Engr.
Campus Executive Officer

VISION
CSU is a University with global stature in the arts, culture, agriculture and fisheries, the sciences as well as technological and professional fields.

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
- Critical Thinker
- Creative Problem - Solver
- Competitive Performer: Nationally, Regionally and Globally.

Social Responsibility
- Sensitive to Ethical Demands
- Steward of the Environment for Future Generations
- Social Justice and Economic Equity Advocate.

Unifying Presence
- Uniting Theory and Practice
- Uniting State of Society
- Unifying the Nation, the ASEAN Region and the world
- Uniting the University and the community.

Website: http://www.csucarig.edu.ph
Email Address: csucarig@yahoo.com / campus.info@csucarig.edu.ph
Telephone No.: 078-395-2782 Local No. 014

Minutes of the Curriculum Review held on February 8, 2023 at CICS Conference Room

1. The registration of participants started at 7:30AM at the CICS Conference Room.

2. The Curriculum review is participated by the representatives of linkage agencies, student leaders, alumni, faculty members, administration representatives and staff.

3. The campus admin officer welcomed the visitors and other participants during the opening remarks and explained the importance of the activity to address the needs of the society of all times. He further stressed that curriculum review is done necessarily to see the relevance of the subjects offered for the needed skills, competencies and knowledge that students must acquire before they face the actual challenge of the real world.

4. The Program Educational Objectives (PEO's) and Program Outcomes (PO's) of the different programs were reviewed, adopted, and will be implemented in the 2023 Curriculum.

5. Furthermore, Engr. Doctolero explained the rationale of the two-day activities, and why curriculum review is conducted?

    - Curriculum review is done to check if curriculum is still effective and relevant.
    - Curriculum review is done to check the strength, weaknesses, gaps, alignment, scope and sequence of the program.
    - To give new direction of the program to meet the demands of the needed Competencies of the graduates of engineering.

6. Presentation of Output per department

- **AGRICULTURAL AND BIOSYSTEMS ENGINEERING (ABE) – by Engr. JENNYFER RABANERA**

    - From the original, math for engineers will be offered to none- stem applicants done before first sem of first year. This bridging course is done during summer.
    - Some subjects were already integrated during high school
    - Advanced biology is proposed to include Genetic Modified Organism (GMO)
    - Retain the subject, Surveying for first Semester, Second Year moved to 1st Sem 3rd Year due to limited GE Faculty.
    - Thermodynamics with heat transfer would be five hours a week.
        - Thermodynamics & Heat transfer will be combined again since only few topics in heat transfer will be covered and can

already be accommodated if the subject will have 5 hours a week allotment.

- Computer fundamentals is removed but retain computer programming with its application to ABE.
- The choice of elective should be anchored on the thesis of the student. (First Semester, fourth year, pre-requisite of thesis 2.
- Linkage representatives volunteer to reinforce lecture and use of equipment during OJT.
- Engr. Doctolero inquired in the payment of the teacher in the bridging subject if becomes a part of the curriculum as an entry requirement.
- Engr. Cabildo further explained that the bridging subject is offered not to directly disapprove the non-stem graduates.
- Engr. Doctolero further stressed that this bridging subject can also be offered during first semester to non – stem students.
- Engr. Orpilla asked the presenter if there will be two curricula.
- However, the Dean interrupted that the discussion is relevant, but the time is not enough. So, he suggested that the issue on bridging program for Ist year ABE non-Stem students should be presented in a separate academic council meeting for approval.
- Contrary to what the group wants to resolve for non-Stem student taking engineering. Engr. Llapitan made a motion: that non-stem graduates are not supposed to be admitted in engineering.

- **CIVIL ENGINEERING** –by: **Engr. JOHN MICHAEL CASIBANG**

- The department chair of the Civil engineering presented the summary of their curriculum review as follows:

  - Merge fundamentals of surveying 1 and 2 for five units.
  - Techno 101 will have 3 hours laboratory
  - Add environmental science engineering
  - Delete, Timber Design and changed it to construction occupational Safety and Design
  - Transfer the subject, Construction Method and Project Management (CMPM) from second semester to first sem, fourth year.

- **COMPUTER ENGINEERING-** by: **Engr. MARIA NIÑA DIOCETH P. SALES**

  - Include laboratory for engineering data analysis
  - Remove environmental engineering science and engineering management
  - OJT is proposed to be 360 hours
  - CPE Laws & Professional Practice for 4th year students is moved to second semester, 3rd year, before deployment for OJT
  - Add the subject, Computer networks and security

- The following are the recommended cognates and electives
  - Machine Learning
  - Software Development
  - Big Data Analytics
- Database management System is proposed to be added as perquisite of Software Design
- Methods of research is now 3 units
- Remove Intro to Literature and replace with Technical Communication

- **ELECTRICAL ENGINEERING** – BY: **Engr. ARLENE C. PATRICIO**
  - For third year, first semester included introduction to programming 2 and technical communication.
  - Some GEC subjects are re-arranged
  - OJT is suggested to be 300 hours
  - Course Audit is last term before review
  - Technical Communication is taught in coordination with research method.

- **ELECTRONICS ENGINEERING** – BY: **ENGR. MAY ANNE VALENCIA**
  - Chemistry for engineers is co- requisite of material science
  - Computer Programming should be offered near the micro processor subject
  - Added subjects:
    - Introduction to Literature
    - Mathematics for Engineers
    - Technical Communication
    - Course Audit 1 (1st Semester)
    - Course Audit 2 (2nd Semester)
  - Technical communication is pre-requisite of purposive communication
  - Take technical communication before methods of research
  - Load requirement for ECE – 191 units

- **CHEMICAL ENGINEERING** – **Engr. ANGELICA CORPUZ**
  - General Chemistry is an additional course to provide discussions of topic in General Chemistry which are important pre-requisite to high chemistry
  - Calculus 1 is propose to have an additional computational laboratory unit to provide allowance for the discussion of preliminary topics in Differential Calculus
  - Mathematics in the Modern World is propose to include selected topics appropriate to BSCHE and Solid Geometry

- Computer Aided Design is moved from 2nd year first semester .
- Additional unit to Calculus 2, to provide allowance for the discussion of preliminary topics to Integral Calculus.
- The pre requisite of Organic Chemistry is changed from Analytical Chem 122 to Chem 111E Chem for engineers.
- Engineering Data Analysis is propose to trim down the coverage of the course and include only appropriate introductory topics intended for Method of Research.
- Additional unit to (1) engineering management, and process Safety courses (2) to include a wider range of topics appropriate for BSCHE program.
- Additional 2 units for Chemical Engineering laws and Ethics to complete all discussions of all the topics (CMO 91,S 2017)
- To expand CHE Audit course to CHE Review and Consultation 1 and CHE review and Consultation 2
- To separate lecture and laboratory courses of the chemistry, physics, and basic Electrical and Electronics Engineering courses to ensure both theories and applications are covered
- To abolish Entrepreneurship Course
- To propose a new track Specialization Course:
  Sustainability Eng'g (RECP) to discuss current trends in CHE I lieu of Air Pollution Control Course

Having presented and discussed all revisions and justifications on the offered courses in the curriculum, the curriculum review successfully attained its objective to align the course curriculum to be responsive on the need of the industry and society.

LEONORA C. UDAUNDO, Ph.D., LPT.
Secretary

Through this comprehensive planning framework, the College of Engineering and Architecture formulated responsive and forward-looking plans such as the College Academic Continuity Plan and the Learning Continuity Strategy Plan. These plans serve as proactive mechanisms to ensure the uninterrupted delivery of quality education and effective learning outcomes, even during unforeseen disruptions. Both documents highlight adaptive instructional modalities, faculty development support, and technology-driven learning management strategies that reflect the University's commitment to continuous improvement and resilience.

College Academic Continuity Plan and Learning Continuity Strategy Plan:

https://drive.google.com/file/d/1bLIDNSZC0iy2DUAH53RetW5Aus4wGs78/view?usp=drive_link





College of Engineering Faculty and Staff (Strategic Planning 2023)

FIVE-YEAR FACULTY DEVELOPMENT PROGRAM 2023 – 2028

The educational environment is changing in unprecedented ways. With the changing winds and shifting sands including the abrupt transformation in the educational system of the Philippines, the Cagayan State University, College of Engineering and Architecture (CSU-COEA) in its quest to providing quality instruction to its stakeholders molds its faculty members in the five (5) thrusts of the University – INSTRUCTION, RESEARCH, EXTENSION, PRODUCTION including ADMINISTRATION shaping them to be leaders in the academe.

This institution considers the faculty one of its single greatest resources. The ongoing personal and professional growth of all faculty members is essential to the continued strength and vitality of the institution. Thus, CSU-COEA paves its way to generating various avenues for faculty members to unceasingly advancing their knowledge, skills and attributions that make them competent in their fields of specialization. A well-planned faculty development program (FDP) is a huge contribution of the University for the faculty members to deal with the rapid changes and shifting paradigms in Engineering and Architecture.

This 5-year faculty development program consists activities that will enhance the faculty member's knowledge, skills, and attributions in areas considered essential not only to their academic performance and endeavor but also in their engagement to research, extension, production including administration making them leaders in these thrusts. The faculty development activities address the multiple roles and needs of the faculty member as leader, facilitator, teacher, adviser, mentor, resource speaker, extensionist and researcher among other roles they portray in the academe. In addition, to ensure quality of programs and institutional responsiveness to the changing needs of both students and programs, the college is committed to supporting a comprehensive development plan which serves all faculty.

FDP Objectives

To strengthen the capabilities of the faculty members, the following objectives are set:

1. To encourage faculty members to pursue advanced graduate degrees or other short-term courses that can further enhance their capabilities which can be integrated in the teaching and learning process.
2. To support faculty members in their efforts to maintain competence in their teaching fields by keeping abreast of developments in their own discipline and in disciplines related to their own by attending seminars, workshops, conferences, and other relevant activities.
3. To support research and extension projects that contribute to the faculty members professional development and/or provide learning opportunities consistent with the college's goal as a teaching institution.
4. To keep faculty informed of current issues and teaching trends and to foster active discussion of developments through a mentoring program.

5. To encourage thoughtful and effective integration of educational engineering and architecture technology into the teaching and learning process.
6. To support the efforts of individual faculty members to enhance their teaching and learning effectiveness by collaborating with other colleagues and/or other institutions.
7. To encourage them to participate in major activities of the college, the campus and the university in general.
8. To assist new faculty in developing productive and satisfying careers in the University.

Program/Projects/Activities:

To realize the objectives, the following faculty development activities are to be undertaken such us but not limited to:

Attendance in:

a. Faculty Orientations
b. Local, regional, national, international conferences
c. Workshops
d. Seminars
e. Webinars
f. Trainings

1. With the rapid development of technology, faculty members shall continuously enhance their knowledge and update their skills with the latest issues, trends, innovations, techniques, and methods related to their respective fields.

In this regard, the college should encourage and/or require the faculty members to participate in local, regional, national, and international seminars, webinars, workshops, and conferences.

2. Pursuing advanced graduate degree programs and other short-term courses. Faculty members will advance their knowledge by pursuing graduate degrees and other short-term courses. They can enroll in schools and universities whose programs are Level III accredited or Center of Development or Center of Excellence. Likewise, faculty members can avail themselves of any available scholarships from external agencies or through the Faculty and Staff Development program of the University.

3. Participation in mentoring programs as a mentor or mentee or in peer review activities. Faculty members are encouraged to participate in the college mentoring program that can have both skill-building and cross-functional collaboration. With this approach, faculty members will bridge their skills gaps, while their colleagues gain a sense of fulfillment by sharing their expertise and helping their peers progress their careers.

4. Involvement as a chair/member of an accreditation team and other related accreditation/ certification activities. Program accreditation and assessment and ISO certification are already considered regular activities of the University and preparing the needed documents requires time and effort. Therefore, faculty members shall either be assigned as members or area chair of an accreditation committee. This would give them the chance to explore other things beyond their functions as faculty members.

5. Serving on/leading Committees in College/Campus/University activities
Faculty members shall be given assignments and engage in the activities of the University in matters beyond their teaching responsibilities.

6. Collaborating with colleagues from other institutions and industries.
Making connections with others who have similar interests reinforces why one has chosen his/her career. Faculty involvement with professional organizations affords them an opportunity to network with other colleagues in other industries and enables new professionals to associate with senior members of the profession and learn from them. Likewise, it keeps them abreast of the latest knowledge and practices locally, regionally, and globally.

7. Involvement in instruction, research, extension, and production activities.
The college shall design an effective faculty development program for old and new faculty members along instruction, research, extension, and production. Faculty members shall prepare instructional materials, participate in syllabi and curriculum revision, conduct research and extension, and help in the production activities of the College.

Funding Source:

The University allocates the budget for the Faculty and Staff Development Program every year.

I.1. For scholarships, aside from the internal sources, the university also seeks scholarships from other institutions.

Scholarship grants come from two major sources:
1. CSU Faculty Development Program
2. External Scholarships Source, such as but not limited to:
2.1 Local / national agencies
2.2 Department of Science and Technology (DOST)
2.3 Philippine Association of State Universities & Colleges (PASUC)
2.4 Commission on Higher Education (CHED)
2.5 Civil Service Commission (CSC)
2.6 Association of the Schools of Public Administration of the Philippines (ASPAP)
2.7 Department of Agriculture (DA)
2.8 Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD)

2.9 Commission on Population (POPCOM)
2.10 Other external agencies which the Scholarship Committee shall identify or accredit as a possible source of scholarship.
I.2. For thesis/dissertation assistance, participation to seminars, etc, and memberships in professional organizations, the funds shall come for the allocated budget for the Faculty and Staff program of the University
I.3. For research and extension, funds shall come from the University or from an external funding agency provided that the R & E activities are priority programs of the external agency.

Faculty Development Plan

The faculty development plan is presented in eight (8) departments Agricultural and Biosystems Engineering, Architecture, Chemical Engineering, Civil Engineering, Computer Engineering, Electronics Engineering, Electrical Engineering and Geodetic Engineering.

It covers the five (5) thrusts of the University – INSTRUCTION, RESEARCH, EXTENSION, PRODUCTION, AND ADMINISTRATION. Also, The OPCR of the college dean and the IPCR of the faculty concerned is considered in the crafting of this faculty development plan. Subject to the approval of the administration.

For Instruction, the faculty is encouraged to take master's degree in the field as well as be adept and updated in the current trends teaching and learning methodologies, engage in research and extension endeavors that would yield production including administration as needed. Seminars, training, and other related activities along these thrusts are covered.

Faculty and Staff Graduate Studies Plan with Budget Estimates (2017-2022):
https://drive.google.com/file/d/1gh6G7gFoWm0fQWsRwZBcEMbYkHJw4QMy/view?usp=drive_link

Faculty and Staff Graduate Studies Plan with Budget Estimates (2023-2028):
https://drive.google.com/file/d/17jZOrVvazy4H9Af7JfNwg43yFCl_-Ltp/view?usp=drive_link

College Dean's Supervisory Plan

The College Dean's Supervisory Plan of the College of Engineering and Architecture (COEA), CSU–Carig Campus for SY 2025–2026 outlines the strategic supervision of academic, research, and extension functions to uphold quality education. Under the leadership of Engr. John Michael B. Casibang, the plan ensures efficient teaching and learning, continuous faculty development, and compliance with accreditation standards. It emphasizes guided student admission, proper faculty workload distribution, active monitoring of classes, and professional growth through seminars and recognition programs. The plan also fosters responsive curriculum development, strengthens research and extension linkages, and ensures that COEA remains aligned with CSU's mission of excellence, innovation, and service to the community.



College Dean's Supervisory Plan:

https://drive.google.com/file/d/1NgvHNDu2f6sRo6Q5QRrQuRt2KXMs6LkP/view?usp=drive_link

College Annual Accomplishment Report

The College achieved significant milestones in 2024 through its strategic and evidence-based planning process aligned with CSU's Vision, Mission, and Strategic Development Plan. Guided by its Work and Financial Plan (WFP), sustained program accreditations and international certifications, produced outstanding board exam results, and strengthened faculty development through local and international trainings. Research productivity, patents, and impactful extension programs also flourished—clear outcomes of a well-structured planning process that continues to drive COEA's excellence and innovation.

https://drive.google.com/file/d/1DL-YX6u7ueOC23d_CJlv3q2OKcBPthKK/view?usp=drive_link

IV. Civil Engineering Department

Planning Process

The Civil Engineering Department conducts its Annual Departmental Planning and Workshop as part of its continuous commitment to academic excellence, program development, and institutional alignment. The activity brings together faculty members, program heads, and administrative staff to review accomplishments, evaluate challenges, and set strategic directions for the academic year.



During the planning sessions, the department presents its performance highlights, including instruction, research, extension, and production accomplishments. Faculty members participate in syllabi synchronization to ensure consistency in course coverage and alignment with the Outcomes-Based Education (OBE) framework and CHED standards. The department also facilitates subject loading discussions to balance teaching assignments and optimize faculty expertise.



As part of its commitment to continuous improvement, the department conducts faculty performance evaluations to assess teaching effectiveness and promote professional growth. The results of these evaluations guide faculty members in improving their instructional strategies, research involvement, and community extension activities.

Extension Accomplishment Reports:
https://drive.google.com/drive/folders/1rVsBDACTp9aPNr0SULbULdrkKLNDtvXd?usp=drive_link

To support student success, the department plans strategies to strengthen enrollment management, including admission promotion campaigns, program orientations, and retention initiatives. It implements student-focused activities such as academic coaching, peer mentoring, technical seminars, and leadership trainings to promote academic excellence and holistic development. Faculty advisers work closely with the College Student Council and student organizations to ensure that activities remain aligned with the department's academic goals and the university's core values.

A major component of the department's student engagement efforts includes its active partnership with the Philippine Institute of Civil Engineers (PICE) – CSU Carig Student Chapter. This collaboration provides students with opportunities for professional exposure, technical advancement, and leadership development through seminars, engineering congresses, and outreach activities. The department supports the PICE–Student Chapter in aligning its programs with national standards, encouraging participation in regional and national events, and fostering a strong professional identity among civil engineering students.

The department further engages in workshops focusing on curriculum enhancement, research innovation, and extension initiatives. Each cluster aligns its goals with the University's strategic plan and the Sustainable Development Goals (SDGs), particularly those related to quality education, sustainable infrastructure, and innovation.

In addition, the department strengthens partnerships with industry stakeholders, government agencies, and professional organizations to enhance practical learning and research collaboration. Through these collective efforts, the Civil Engineering Department fosters a culture of collaboration, accountability, and academic excellence — ensuring that its graduates remain competent, ethical, and industry-ready.

CIVIL ENGINEERING DEPARTMENT							
Faculty	**Academic Rank**	**Educational Attainment**	**School Graduated From**	**Field of Specialization**	**Licensure Examination Passed**	**Teaching Experience**	**Status of Appointment**
AGANON, ARISTOTLE JAMES	Lecturer	Bachelor's Degree	Cagayan State University	Construction Engineering and Management	Civil Engineering	1 Year	Contract Of Service
BATTUNG, LEMUEL JAMES T.	Lecturer	Master of Management in Environmental Planning	Cagayan State University/ Philippine Christian University	Structural Engineering	Civil Engineering	2.5 Years	Contract Of Service
BELTRAN, LOUISE VICTORIA	Assistant Professor I	Bachelor's Degree	University Of The Philippines, Diliman	Mineral Processing	Metallurgical Engineering	3 Years	Temporary
CABALBAG, JOSEPH R.	Asst. Prof. II	Master Of Engineering	University Of St. Louis, Tuguegarao City	Construction Engineering and Management	Civil Engineering	22 Years	Permanent
CAGURANGAN, MARK LESTER C.	Lecturer	Bachelor's Degree & Ongoing MSc	University Of St. Louis, Tuguegarao City	Construction Engineering and Management	Civil Engineering	2 Years	Contract Of Service
CALAPINI, FRANCES LORANE T.	Instructor 3	Master of Science in Construction Engineering and Management	University Of Saint Louis Tuguegarao/Mapua University	Construction Engineering And Management	Civil Engineering	3 Years	Permanent

CASIBANG, JOHN MICHAEL B.	Assistant Professor I	MST, Master of Science in Civil Engineering – Major in CEM	Cagayan State University, Cagayan State University	Construction Engineering And Management	Civil Engineering	8 Years	Permanent
COBALLES, ANGELICA D.	Instructor 1	Master of Science in Civil Engineering - CEM	University Of Saint Louis Tuguegarao, Cagayan State University	Construction Engineering And Management	Civil Engineering	3 Years	Permanent
CRISTOBAL, TWITIE JANE A.	Lecturer	ME - Major in Civil Engineering	University of Saint Louis Tuguegarao	Transportation Engineering	Civil Engineering, Master Plumber	2 years	Contract of Service
ESTILLER, RALPH ANGELO B.	Assi. Prof 1	Master In Climate Resilience and Sustainable Development Management	Cagayan State University	Transportation Engineering	Civil Engineering	10 Years	Permanent
GONZALES, ANDERSON G.	Associate Prof. 2	Doctor Of Philosophy In Education, Master of Science in Construction Engineering	Cagayan State University	Construction Engineering and Management	Civil Engineering	12 Years	Permanent
IBANEZ, ARTHUR G.	University Professor	Doctor Of Philosophy In Educational Management, Msc In Math, Mba	U.P Diliman, Saint Paul University, University Of Saint Louis	Construction Management, Structural Engineering	Civil Engineering	40 Years	Permanent & OIC – University President

JULIANO, LEOMAR D.	Instructor 1	Master of Science in Civil Engineering – Major in CEM	Cagayan State University	Construction Engineering and Management	Civil Engineering	3 years	Temporary
MACABANGON, CYRUS KELLY	Instructor 1	Bachelor's Degree & Ongoing MSc	University Of The Philippines, Diliman	Materials	Materials Engineering	7 Years	Permanent
PINTUCAN, FELIPE NEIL III C.	Lecturer	Bachelor's Degree & Ongoing MSc	Cagayan State University	Structural Engineering	Civil Engineering	1 Year	Contract Of Service
QUEZON, EMER T.	Associate Prof. 5	(1) Doctor Of Philosophy, (2) Master Of Science In Civil Engineering	(1) IIC University Of Technology, Cambodia. (2) University Of The Philippines (U.P), Diliman	(1) Construction Project Management. (2) Transportation Engineering	Civil Engineering, Junior Geodetic Engineering	(1) 9.5 Years-Philippines, (2) 10 Years-Ethiopian Universities, Africa	(1) Part-Time, (2) Ofw, (3) Reappointed Permanent
REYES, RALPH S.	Instructor 1	Bachelor's Degree	Cagayan State University	N/A	Civil Engineering	6	Permanent
TALOSIG, JOWELL JOHN	Instructor 1	Master of Engineering – Major in Civil Engineering	Cagayan State University, University of Saint Louis Tuguegarao	Structural Engineering	Civil Engineering	5	Permanent

Individual Performance Commitment and Review: https://drive.google.com/drive/folders/1PeNq6OfxPklMKvKOYL5TPvWGH1fwJTPA

Best Practices

1. Fiscal Excellence and Recognition as an Outstanding SUC in 2024
Cagayan State University was recognized by the **Department of Budget and Management (DBM)** in its 2024 Agency Performance Review as **one of only 14 government agencies nationwide**—and among SUCs—to achieve an **Outstanding Rating (Perfect 5.0)** across all four fiscal areas: **financial performance, physical target accomplishment, reportorial compliance, and overall accountability**. This distinction affirms CSU's effective fiscal management, timely submission of reports, and strong adherence to transparency and performance standards, solidifying its reputation as one of the country's best-managed universities.

https://csu.edu.ph/news/2025/082025-dbm-performance-review-2024/

https://www.facebook.com/photo.php?fbid=635427102418137&id=100078525592791&set=a.164351862858999



2. Performance-Based Bonus (PBB) Eligibility for FY 2023



CSU's eligibility for the **Performance-Based Bonus (PBB)** for Fiscal Year 2023 reflects its efficiency and accountability in achieving national performance targets. Garnering **70 points** under AO25 IATF evaluation, the university once again proved its compliance with transparency, governance, and service excellence standards.

https://csu.edu.ph/news/2025/020725-pbb/

3. Institutional Accreditation by AACCUP in 2024



CSU achieved **Level III Institutional Accreditation** from the **Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP)**—a validation of its overall quality management system. This recognition reflects CSU's commitment to sustaining excellence in governance, instruction, research, extension, and internationalization. The achievement demonstrates the university's strong internal quality assurance mechanisms and culture of continuous improvement.

https://csu.edu.ph/news/2025/050225-aacup-level-three

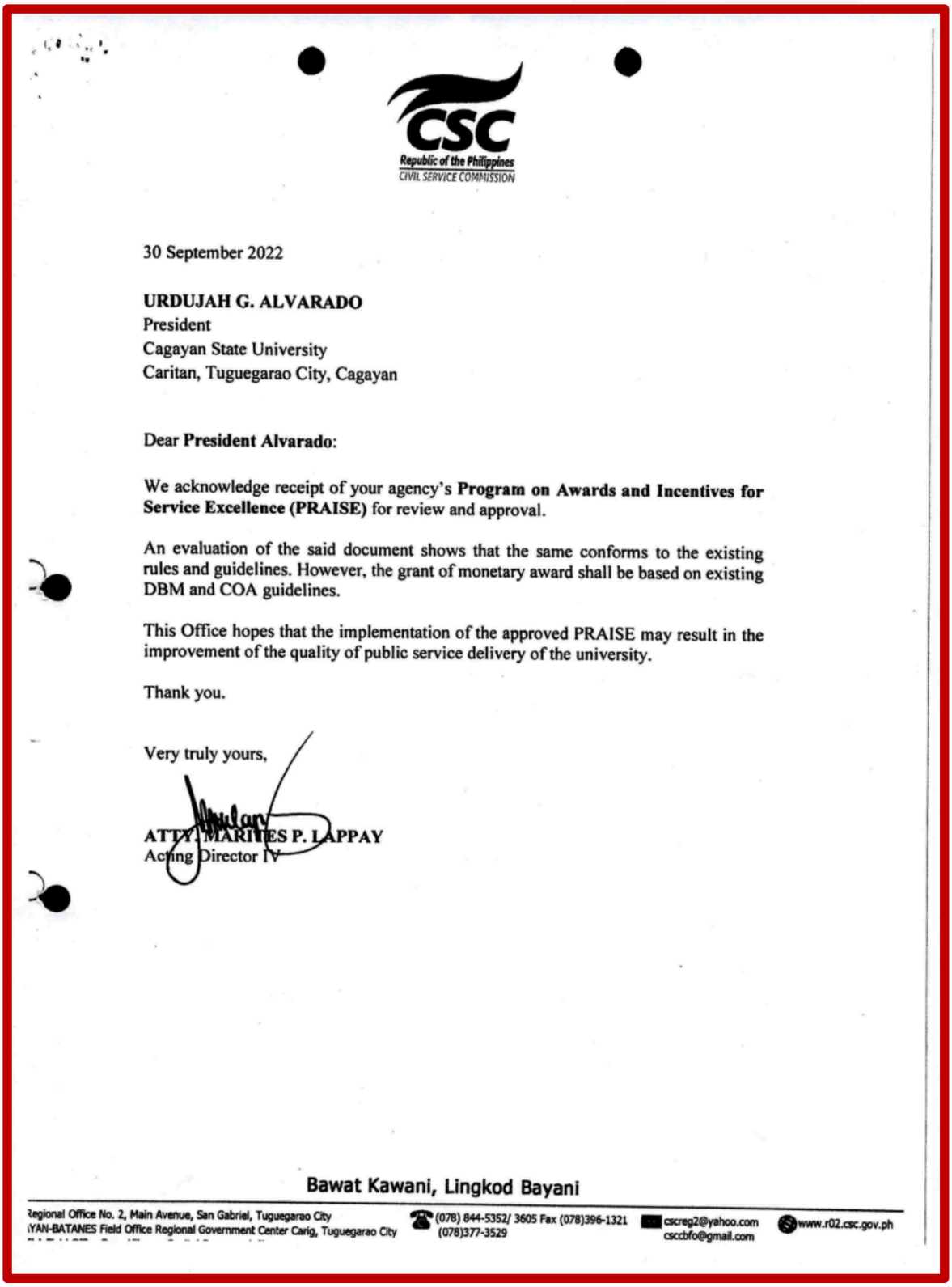
4. **Sustained Accreditation of Programs Across Campuses**
CSU achieved multiple program re-accreditations across its eight campuses, including Level II and Level III re-accreditations for education, engineering, and allied science programs. These consistent achievements reflect CSU's systemic approach to quality assurance and alignment with CHED and AACCUP standards.

https://www.csu.edu.ph/news/2025/092125-reaccredited-programs-4-campuses/



5. Reward and Recognition Policy (PRAISE Implementation)

CSU institutionalized its Program on Awards and Incentives for Service Excellence (PRAISE) and Reward and Recognition Policy, which formalize merit-based recognition for employees and faculty. The policy ensures that outstanding performance, loyalty, and innovation are properly rewarded through service awards, incentives, and citations. This fosters a motivated workforce and aligns employee recognition with the university's human resource development goals.



CSC
Republic of the Philippines
CIVIL SERVICE COMMISSION

30 September 2022

URDUJAH G. ALVARADO
President
Cagayan State University
Caritan, Tuguegarao City, Cagayan

Dear **President Alvarado**:

We acknowledge receipt of your agency's **Program on Awards and Incentives for Service Excellence (PRAISE)** for review and approval.

An evaluation of the said document shows that the same conforms to the existing rules and guidelines. However, the grant of monetary award shall be based on existing DBM and COA guidelines.

This Office hopes that the implementation of the approved PRAISE may result in the improvement of the quality of public service delivery of the university.

Thank you.

Very truly yours,

ATTY. MARITES P. LAPPAY
Acting Director IV

Bawat Kawani, Lingkod Bayani

Regional Office No. 2, Main Avenue, San Gabriel, Tuguegarao City
IYAN-BATANES Field Office Regional Government Center Carig, Tuguegarao City
(078) 844-5352/ 3605 Fax (078)396-1321
(078)377-3529
cscreg2@yahoo.com
csccbfo@gmail.com
www.r02.csc.gov.ph

https://drive.google.com/drive/folders/1Vnzc8bonPQ1aA8aRnqEogAnMueIDb9xg?usp=share_link

https://www.facebook.com/CARIGCAMPUS/posts/pfbid0VA1rJxTYY3hTrupSGzq2MXVZ7z7QDSwUJwQg1WDEzypLJh7fkLGuKhHQk1ncxCNVl/

6. **Implementation of the University Merit Selection and Promotion Plan (CSU-MSPP)**

Cagayan State University institutionalized the **Merit Selection and Promotion Plan (CSU-MSPP)** to ensure a transparent, fair, and merit-based system for recruitment, selection, and promotion. The plan formalizes the functions of the **Human Resource Merit Promotion and Selection Board (HRMPSB)**, which evaluates applicants objectively and consolidates rankings for approval by the University President.

It upholds **equal employment opportunity**, prohibiting discrimination based on gender, civil status, disability, religion, or political affiliation, and includes inclusive provisions for Indigenous Peoples and persons with disabilities. The MSPP guarantees that advancement within CSU is based on **competence, integrity, and performance**, aligning with Civil Service Commission standards for meritocracy and accountability

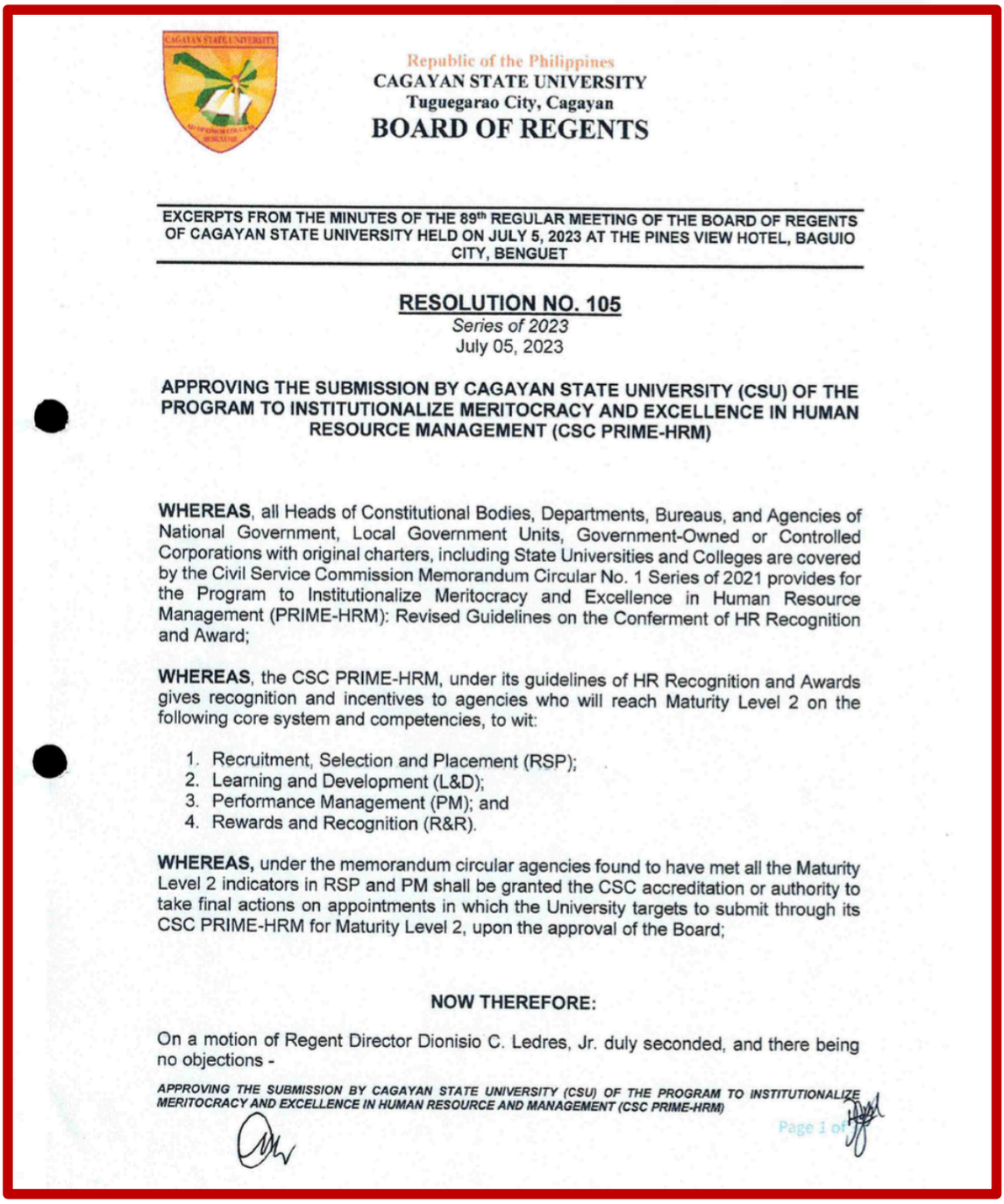
https://drive.google.com/drive/folders/1Vnzc8bonPQ1aA8aRnqEogAnMueIDb9xg?usp=sharing

7. **PRIME-HRM Institutionalization and Board-Approved Compliance (Board Resolution No. 105, s. 2023)**

Cagayan State University formalized its compliance with the **Civil Service Commission's Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM)** through **Board Resolution No. 105, s. 2023**.

This resolution affirms CSU's commitment to strengthening its **human resource systems**, focusing on recruitment, performance management, learning and development, and rewards and recognition. The adoption of PRIME-HRM ensures that CSU's HR processes adhere to **CSC standards of transparency, accountability, and continuous improvement**, making it a model for governance and institutional maturity among state universities and colleges.

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

EXCERPTS FROM THE MINUTES OF THE 89th REGULAR MEETING OF THE BOARD OF REGENTS OF CAGAYAN STATE UNIVERSITY HELD ON JULY 5, 2023 AT THE PINES VIEW HOTEL, BAGUIO CITY, BENGUET

RESOLUTION NO. 105
Series of 2023
July 05, 2023

APPROVING THE SUBMISSION BY CAGAYAN STATE UNIVERSITY (CSU) OF THE PROGRAM TO INSTITUTIONALIZE MERITOCRACY AND EXCELLENCE IN HUMAN RESOURCE MANAGEMENT (CSC PRIME-HRM)

WHEREAS, all Heads of Constitutional Bodies, Departments, Bureaus, and Agencies of National Government, Local Government Units, Government-Owned or Controlled Corporations with original charters, including State Universities and Colleges are covered by the Civil Service Commission Memorandum Circular No. 1 Series of 2021 provides for the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM): Revised Guidelines on the Conferment of HR Recognition and Award;

WHEREAS, the CSC PRIME-HRM, under its guidelines of HR Recognition and Awards gives recognition and incentives to agencies who will reach Maturity Level 2 on the following core system and competencies, to wit:

1. Recruitment, Selection and Placement (RSP);
2. Learning and Development (L&D);
3. Performance Management (PM); and
4. Rewards and Recognition (R&R).

WHEREAS, under the memorandum circular agencies found to have met all the Maturity Level 2 indicators in RSP and PM shall be granted the CSC accreditation or authority to take final actions on appointments in which the University targets to submit through its CSC PRIME-HRM for Maturity Level 2, upon the approval of the Board;

NOW THEREFORE:

On a motion of Regent Director Dionisio C. Ledres, Jr. duly seconded, and there being no objections -

APPROVING THE SUBMISSION BY CAGAYAN STATE UNIVERSITY (CSU) OF THE PROGRAM TO INSTITUTIONALIZE MERITOCRACY AND EXCELLENCE IN HUMAN RESOURCE AND MANAGEMENT (CSC PRIME-HRM)

Page 1 of

8. **Transparent and Accountable Governance**
Through its **Transparency Seal**, CSU regularly publishes its financial statements, audit reports, PBB scorecards, and other compliance documents. This practice promotes stakeholder confidence and reflects CSU's enduring commitment to ethical governance and public accountability.

https://www.csu.edu.ph/transparency

9. **Presidential Award for Outstanding Development Partner in Accelerating Technology and Innovation (2025)**
CSU received the **Presidential Recognition for Outstanding Development Partner** during the **Presidential Awards 2025** at Malacañang Palace. The award honors CSU's **Electromobility Research and Development Center (EMRDC)**— a

pioneering initiative that advances sustainable transportation technologies through innovation and research. This distinction marks CSU as a national leader in technology-driven development and public–private collaboration.

https://www.csu.edu.ph/news/2025/070225-presidential-award-for-outstanding-development/

10. Recognition of Excellence in Board and Licensure Performance

CSU continues to be among the **Top Performing Universities** in the Philippines, ranking 6th in the 2025 Chemical Engineering Licensure Examination and maintaining a strong record in Radiologic Technology and Criminology. These outcomes are a direct result of strategic faculty development and outcome-based curriculum planning

https://www.facebook.com/cagayanstate/posts/pfbid02CnyiGYusaEP4EcmtSA1p4wnPL42Ca4Qf9m6Stdwy5ppNNBRCJvKBp3ExUZTj3saPl/

11. **University-Wide Research and Innovation Recognition (Best Thesis & Mentor Awards)**

CSU institutionalized its annual **Search for the Best Undergraduate Thesis and Best Mentor Awards**, celebrating both student innovation and faculty mentorship. This research incentive program aligns with CSU's R&D planning framework to strengthen its national research standing.

https://www.facebook.com/cagayanstate/posts/csu-holds-2025-best-undergraduate-thesis-and-mentor-awardscagayan-state-universi/710774334883413/