

**Mathematics and Natural Sciences
Department**

**Faculty Development Plan
2021 – 2025**

Rationale

Whilst infrastructures like buildings, laboratories, and equipment typically suggest an educational institution's competence, it is without a doubt that its human resource is its lifeblood. Hence, while striving to upgrade physical facilities and equipment, it is a must for any educational organization to uplift the quality of its faculty members, that is, the inevitable need for faculty development.

Faculty development can be defined as the process of “providing professional development training and coaching to faculty members to help them improve their work performance”. Though usually focusing on teaching skills, improvement of course content, and personal development, it may encompass the upgrading of research, extension, and administration skills. Moreover, faculty members of Pangasinan State University are mandated to perform a so-called four-fold function – instruction, research, extension, and production. Thus, defining faculty development as a holistic process of upgrading the instruction, research, extension, and administration skills of faculty members seemingly fits the scenario.

The Mathematics and Natural Sciences Department is a constituent organization of the Pangasinan State University – Urdaneta City Campus. The Department is tasked to supervise one of the programs offered by the Campus, the Bachelor of Science in Mathematics program. In addition to supervising the said program, the Department also holds the crucial role of honing the students'

mathematical and natural sciences (Physics, Chemistry, Biology) skills, as its members teach across all ten programs of the Campus.

Being a part of an institution that seeks to uphold the quality of service to its clientele, the current and future members of the Department should be continuously provided with mechanisms and opportunities leading to continuous growth across the different facets of being a faculty member, thus this Faculty Development Plan.

Bases for the Department Faculty Development Plan

The following are the bases of the objectives of this Faculty Development Plan.

1. University Faculty Manual

The University Faculty Manual (UFM) explicitly stated in three chapters the necessity of a Faculty Development Plan. **Sections 1 and 2 of Article 5 of the first chapter** specify the need for a master's degree for permanency. This is also in concordance with the rules of the Civil Service Commission. Moreover, **Article 1 of Chapter 2** specifies that the following are included as duties and functions of a faculty member:

- l. continuously sustains professional growth and advancement through attendance to professional meetings, conferences, seminar-workshops, trainings, educational for a, and the like.
- m. conduct research, extension, and production activities.

r. performs other duties assigned to him by the immediate supervisor and other authorities from time to time aimed at improving and strengthening the progress and operation of the school.

Finally, **Chapter 6** of the University Faculty Manual states the provision of an **Academic Staff Development Program**, headed by the Vice President for Academic Affairs. This program, via the coordination of the Campus Executive Directors, Vice President for Planning and Administration, and the Human Resource Management Office, intends to provide activities and venues aiming to upgrade faculty members' professional competencies.

2. Current Faculty Profile

As of 2021, the Mathematics and Natural Sciences Department is composed of thirteen (13) faculty members (see Table 1), nine (9) of which are specializing in the fields of mathematics and statistics while the rest (4) are Physics, Biology, and Chemistry majors. Moreover, only one of the current faculty members is of contractual status, indicating that a large part of the group is pursuing at least a master's degree in their arsenal. Fortunately, it can be seen those taking a master's degree are in the thesis writing stage, hence, we are expecting graduates for the five-year period.

In the case of additional faculty members, future faculty members are likewise needed to be sent to higher studies, especially master's degrees, in order to secure tenure.

Table 1.
Department Faculty Members as of 2021

Name	Highest Educational Attainment	Employment Status
Monica B. Brosas	MAED Mathematics (Thesis Writing)	Temporary
Paulo V. Cenas	Ed.D. Mathematics	Permanent
Joanna Marie C. Delos Santos	MAED Science Education (Thesis Writing)	Temporary
Emmerson Ramir R. España	MEd Biology	Permanent
Daniel Bezalel A. Garcia	MS Mathematics (Thesis Writing)	Temporary
Andhee M. Jacobe	MS Mathematics (Thesis Writing)	Temporary
Mark John T. Mangsat	Ph.D. Mathematics (Ongoing)	Contractual
Marvin B. Merlin	Ph.D. Mathematics (Dissertation Writing)	Permanent
Rema C. Nacis	MA Physics	Permanent
Dina C. Palangyos	Ph.D. Physics (Dissertation Writing)	Permanent
Jennifer M. Parrone	MS Mathematics	Permanent
Bobby F. Roaring	MA Applied Statistics	Permanent
Araceli E. Villamil	MA Mathematics Education	Permanent

Thus, with the aforementioned bases for a Faculty Development Plan, the Mathematics and Natural Sciences Department came up with the following objectives.

Objectives

The ultimate objective of this Department Faculty Development Plan is to induce holistic professional growth among Mathematics and Natural Sciences Department members. General objectives are written in bold fonts while specific targets for the five-year period are italicized.

- 1. Expose each faculty member to at least one seminar/training per year.**
- 2. Encourage faculty members to be a part of at least one professional organization within the five-year period.**

3. **Temporary faculty members are encouraged to pursue master's degrees, and finish such within five years upon start of appointment (temporary status).** *Within the five-year period, there should be at least one faculty member who will finish his/her master's degree.*
4. **Permanent faculty members are encouraged to pursue doctorate degrees.** *Within the five-year period, at least one faculty member should've*
 - a. *enrolled in a doctorate degree*
 - b. *finished a doctorate degree.*
5. **Faculty members are likewise encouraged to venture into research activities.** *Thus, within the five-year period, the following are expected:*
 - a. *At least 8 members are involved in students' research.*
 - b. *At least 8 members are involved in research proposals.*
 - c. *At least 8 members have completed research.*
 - d. *At least 6 members have publications.*
 - e. *At least 4 members have research presentations.*
 - f. *At least 4 members have research-related talks, endeavors.*
6. **Faculty members are likewise encouraged to venture into extension activities.** *Thus, within the five-year period, the following are expected:*
 - a. *At least 8 members are involved in extension work.*
 - b. *At least 8 members are involved in extension proposals.*
7. **Faculty members are likewise encouraged to venture into administrative designations.** *Thus, within the five-year period, the following are expected:*

a. At least 8 members held administrative designations.

Strategies and Resources

In order to attain the raised objectives, the Department will resort to the following procedures and tap on the corresponding resources.

1. In sending faculty members for graduate studies, linkages with scholarship-giving agencies like the Commission on Higher Education (CHED) and the Department of Science and Technology (DOST) may be established and strengthened. University scholarships may be offered to deserving faculty members, as stipulated in the Faculty Manual. Faculty members aiming to study at the Pangasinan State University Graduate School may avail of discounts by virtue of PSU affiliation. In the case of self-financed studies, the University could offer time releases, flexi-time arrangements, and thesis/dissertation financial support.
2. In providing training, seminars, and workshops, the Department shall first identify the training needs of the faculty members. Moreover, such activities shall be evenly distributed to faculty members, maximizing development.
3. Research-related targets shall be monitored and shall be included in the person-in-charge's Individual Performance Commitment. The necessary budget shall be sourced-out from the University Research budget.

4. Extension-related targets shall be monitored and shall be included in the person-in-charge's Individual Performance Commitment. The necessary budget shall be sourced-out from the University Extension budget.
5. Mentoring and coaching shall be provided to junior faculty members, preparing them for future administrative designations. Moreover, the strengths of the junior faculty members shall be identified in order to place them into suitable designations.

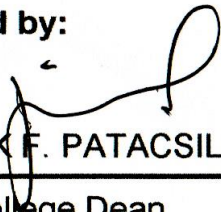
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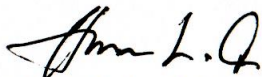
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