



FACULTY DEVELOPMENT PLAN (CY 2023-2028)
Institute for Strategic Research and Development Studies

A. Faculty Requirement

Field of Specialization	Degree Programs and/or Major Fields		Name(s) of Existing Faculty	Number of Additional Faculty	Semester & School Year of Possible Recruitment
	Existing	For future offering			
Sociology	MS Development Sociology	BS Development Studies	Core: Tabada, Maria Aurora Teresita W.	1	1st Sem 2023-2024
Sustainable Development			Delima, Gina A.		
Water Management & Governance			Caparas, Merry Jean A.		
Anthropology			Nuñez, Lilian B.		
Advanced Social Research Methods			Affiliate: Ponce, Bethlehem A. (DLABS)		
Policy and Governance				1	1 st Sem 2024-2025
Development Studies				1	1 st Sem 2025-2026
Development Studies				1	1 st Sem 2026-2027
Sociology	M/MS Land Administration and Management		Core: Tabada, Maria Aurora Teresita W.		
Water Management & Governance			Minor: Caparas, Merry Jean A.		

Sustainable Development			Delima, Gina A.		
Anthropology			Nuñez, Lilian B.		
			Ponce, Bethlehem A. (DLABS)		
Production Economics			Affiliate (handling Core Courses): Abamo, Antonio P. (DE)		
Geodetic Engineering; Remote Sensing and GIS; Environmental Policy and Sustainable Development			Bencure, Jannet C. (DGE)		
Process Engineering			Garcia, Pastor, P. (FARMI)		
Agricultural Engineering			Loreto, Manolo, Jr. B. (DABE)		
Geodetic Engineering			Morales, Florentino, Jr. F. (DGE)		
Law			Peñaranda, Jose Rommel A. (LGU-Baybay)	1	1st Sem 2025-2026
Economics			Seriño, Moises Neil V. (DE)		

B. Existing Faculty Profile

Name of Faculty	Degree and Field(s) of Specialization Finished	School and Year Finished	Graduate Degree & Field of Specialization to Pursue	Where and When to Pursue
CAPARAS, MERRY JEAN A.	Master's: MS Water Management and Governance	Institute for Water Education, 2022	PhD Development Sociology	Philippines or Abroad, 1 st Sem 2024-2025
	Undergraduate: BS Environmental Management	Visayas State University, 2016		
DELIMA, GINA A.	Master's: MS Sustainable Development	KU Leuven Belgium, 2019	PhD Development Sociology	Philippines or Abroad, 1 st Sem 2023-2024
	Undergraduate: BS Agribusiness	Visayas State University, 2008		
NUÑEZ, LILIAN B.	PhD: Anthropology	University of San Carlos, 2016		
	Master's: MS Social Development	Ateneo de Manila University, 1994		

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
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	Undergraduate: BS Agricultural Engineering	Visayas State College of Agriculture (now VSU), 1986		
TABADA, MARIA AURORA TERESITA W.	Master's: M. Sociology	University of San Carlos, 2007	PhD Sociology	Ateneo de Manila University, September 2020 (ongoing)
	Undergraduate: AB Psychology	Ateneo de Manila University, 1982		

C. Other Learning and Development Activities

No.	Name of Faculty	Title or Topics of Needed Trainings/Seminar/Workshops	Semester & Year	Estimated Cost Per Attendance (PhP)
	Caparas, Merry Jean A.	GIS for Social Sciences	1 st Sem 2023-2024	5,000.00
	Substitute Faculty	Resource Conflict Management	2 nd Sem 2023-2024	3,000.00
		Community Planning	1 st Sem 2024-2025	5,000.00
		Comprehensive Land Use Planning	1 st Sem 2025-2026	5,000.00
		Social Vulnerability Assessment	1 st Sem 2026-2027	3,000.00
	Nuñez, Lilian B.	Data Analytics	1 st Sem 2023-2024	3,000.00
		Advanced Social Research Methods	1 st Sem 2024-2025	5,000.00
		Policy and Governance	1 st Sem 2025-2026	3,000.00
	Tabada, Maria Aurora T.W.	Extractive Industry Governance	1 st Sem 2023-2024	5,000.00
		Gender Audit	2 nd Sem 2023-2024	3,000.00
		Social Vulnerability Assessment	1 st Sem 2024-2025	3,000.00
		Advanced Social Research Methods	2 nd Sem 2024-2025	5,000.00
	Delima, GA's Substitute Faculty	GIS for Social Sciences	2 nd Sem 2023-2024	5,000.00
		Gender Analysis	1 st Sem 2024-2025	3,000.00
		Rural and Urban Planning	2 nd Sem 2024-2025	5,000.00
		Policy and Governance	1 st Sem 2025-2026	3,000.00
	Hired Faculty 1-Sociology (1st Sem 2023-2024)	Sociology of Development	1 st Sem 2024-2025	3,000.00
		Teaching Methods	1 st Sem 2025-2026	3,000.00
		Doing Social Research	1 st Sem 2026-2027	5,000.00
		Writing Publications	1 st Sem 2027-2028	3,000.00
	Hired Faculty 2-Advanced	Quantitative Research Methods	2 nd Sem 2024-2025	5,000.00

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	Social Research Methods (1st Sem 2024-2025)	Teaching Methods	1 st Sem 2025-2026	3,000.00
		Doing Social Research	1 st Sem 2026-2027	5,000.00
		Writing Publications	1 st Sem 2027-2028	3,000.00
	Hired Faculty 3–Policy and Governance (1st Sem 2025-2026)	Policy Formulation & Development	2 nd Sem 2025-2026	3,000.00
		Teaching Methods	1 st Sem 2026-2027	3,000.00
		Doing Social Research	2 nd Sem 2026-2027	5,000.00
		Writing Publications	1 st Sem 2027-2028	3,000.00
	Hired Faculty 4-Dev Studies (1st Sem 2025-2026)	Teaching Methods	2 nd Sem 2025-2026	3,000.00
		Policy and Governance	2 nd Sem 2026-2027	3,000.00
		Doing Social Research	1 st Sem 2027-2028	5,000.00
		Writing Publications	2 nd Sem 2027-2028	3,000.00
	Hired Faculty 5-Law (1st Sem 2025-2026)	Teaching Methods	2 nd Sem 2025-2026	3,000.00
		Land Tenure and Law	2 nd Sem 2026-2027	5,000.00
		Doing Social Research	1 st Sem 2027-2028	5,000.00
		Writing Publications	2 nd Sem 2027-2028	3,000.00
	Hired Faculty 6-Dev Studies Economics (1st Sem 2026-2027)	Teaching Methods	2 nd Sem 2026-2027	3,000.00
		Doing Social Research	1 st Sem 2027-2028	5,000.00
		Writing Publications	2 nd Sem 2027-2028	3,000.00

D. Schedule of Sabbatical Leave

No.	Name of Faculty	2023	2024	2025	2026	2027	2028
	CAPARAS, MERRY JEAN A.						
	DELIMA, GINA A.						
	NUÑEZ, LILIAN B.		X				
	TABADA, MARIA AURORA TERESITA W.	X					

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Reviewed by:

MOISES NEIL V. SERIÑO

College Dean, CME &
Chairman, College FDP Review Panel

N/A

Member

LILIAN B. NUÑEZ

Member
Director, ISRDS

MARIA HAZEL I. BELLEZAS

Member
Head, DOE

HANNAH MAE E. QUIMBO

Member
OIC-Head, DCHM

BERT C. PEÑALOSA

Member
OIC-Head, DBM