



FACULTY DEVELOPMENT PLAN (CY 2023-2027)

Institute of Tropical Ecology and Environmental Management

I. UNIVERSITY INFORMATION

Vision

A globally competitive university of science, technology, and environmental conservation.

Mission

Development of highly competitive human resources; cutting-edge scientific knowledge; and innovative technologies for sustainable communities and the environment.

Quality Policy Statement

In adherence to the University's Vision and Mission, we at Visayas State University commit to:

- Produce highly competent, quality, world-class manpower in science and technology, especially for agriculture, environmental management, and industry who are proficient in communication skills, critical thinking, and analytical abilities;
- Generate and disseminate relevant knowledge and technology that lead to improved productivity, profitability, and sustainability in agriculture, environment, and industry;

- Satisfy the needs and applicable requirements of industry, the community, and government sectors that are in need of quality graduates and technology ready for commercialization through the establishment, operation, maintenance, and continual improvement of a Quality Management System (QMS) which is aligned with the requirements of ISO 9001:2015.

It shall be the policy of the university that the quality policies and procedures are communicated to and understood by all faculty, staff, students, and other stakeholders and that the system be continually improved for their relevance and effectiveness.

II. COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE INFORMATION

Quality Goals of the College

In adherence to the University's Vision and Mission, the College of Forestry and Environmental Science commits to the following goals:

- To promote relevant and responsive education in forestry, tropical ecology, environmental management, and related fields;
- To generate appropriate knowledge and technologies for sustainable forest and environmental management and conservation through relevant research undertaking;
- To sustain partnerships with local communities, government and non-government organizations, private groups, and funding agencies in the management and conservation of the Visayan forest and the environment; and
- To establish functional awareness and public advocacy on important socioeconomic and ecological problems and issues affecting forests and the environment.

Quality Objectives of the College

In support to the quality goals of the College of Forestry and Environmental Science, each department commits the following quality objectives:

- To strive for excellence in forestry education for sustainable forest management and conservation.
- To enhance focus on high-impact programs in instruction, research, and extension for the well-being of small Visayan farmers, particularly the upland rural poor.
- To establish and sustain meaningful linkages with local, national, and international institutions and agencies for the promotion of relevant instruction, responsive research, and effective extension in forestry and allied fields

III. FACULTY DEVELOPMENT PLAN OF ITEEM FOR 2023-2027

The faculty development plan of the Institute of Tropical Ecology and Environmental Management (ITEEM) is in support to the quality goals and objectives of the College to develop strong and dynamic faculty. The contents of the Faculty Development Plan of the Institute are categorized into the following:

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| A. Faculty Requirement | C. Other Learning and Development Activities |
| B. Existing Faculty Profile | D. Schedule of Sabbatical Leave |

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			
	BS Environmental Science, MS Tropical Ecology				
Natural Resource Management; Agroecology			MMBande		
Sustainable Development; Coastal and Marine Resource Management; Marine Biology			EDEspinosa		
Land Use Policy and Planning; Geographic Information System; Environmental Monitoring and Ecological Modelling			JOPogosa		
Tropical Ecology/ Insect Ecology (Plant-insect interaction)			KJGLongatang		
Environmental Science and Management			ABOrias		
Plant Taxonomy and Bioinformatics				1	1 st Sem 2023-2024
Socioecology				1	1 st Sem 2023-2024
Environmental Chemistry				1	Urgently needed 1 st Sem 2023-2024
Tropical Ecology/ Limnology				1	Urgently needed 1 st Sem 2023-2024
Environmental Economics				1	1 st Sem 2024-2025

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
ELIZA D. ESPINOSA			Post Doc in Sustainable Development	VLIR Belgium in 2025
	Dr. in Sustainable Development Studies major in Sustainable Environmental Education	Mindanao State University, Iligan Institute of Technology, Iligan City- January 2020		
	MS in Marine Biology	University of San Carlos Cebu City- October 2007		
	BS in Marine Biology	Mindanao State University, Naawan School of Marine Fisheries and Technology– April 1993		
MARLITO M. BANDE	Dr. of Science in Agriculture (Agroecology)	University of Hohenheim, Stuttgart Germany- September 2011		
	MS in Agricultural Sciences, Food Security and Natural Resource management in the Tropics and Subtropics	University of Hohenheim, Stuttgart Germany- July 2004		
	BS in Agribusiness (Management)	Visayas State College of Agriculture -March 1991		
JIMMY O. POGOSA			PhD in Agriculture Science (Forest Ecology)	Nagoya University to commence this October 2023

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
	MS in Tropical Ecology	Visayas State University- December 2016		
	BS in Agricultural Engineering	Visayas State College of Agriculture- May 2001		
KLEER JEANN G. LONGATANG			PhD in Insect Ecology (Plant-insect interaction)	Nagoya University to commence this October 2024
	MS in Tropical Ecology	Visayas State University- April 2019		
	BS in Biology major in Ecology	Visayas State University- March 2008		
ANGELITA B. ORIAS			PhD in Environmental Science	UP Los Baños in 2026
			MS in Environmental Science (on-going)	UP Tacloban (<i>On-going</i>)
	BS in Environmental Management	Visayas State University- April 2014		

C. Other Learning and Development Activities

No.	Name of Faculty	Title or Topics of Needed Trainings/Seminar/Workshops	Semester & Year	Estimated Cost Per Attendance
1	ELIZA D. ESPINOSA	Annual Conference- Federation of Institutions for Marine and Freshwater Sciences (FIMFS)	1st Semester, SY 2023-2024	P20,000.00
2	MARLITO M. BANDE	Philippine Biodiversity Annual Conference	1st Semester, SY 2023-2024	P20,000.00
3	JIMMY O. POGOSA	Annual Conference: Philippine Society of Agricultural and Biosystems Engineers	2nd Semester, SY 2022-2023	P 50,000.00
4	KLEER JEANN G. LONGATANG	DNA Barcoding of Insects	2 nd Semester, SY 2023-2024	P100,000.00

No.	Name of Faculty	Title or Topics of Needed Trainings/Seminar/Workshops	Semester & Year	Estimated Cost Per Attendance
		International Conference in Environmental and Rural Development	2 nd Semester, SY 2024-2025	P50,000.00
5	ANGELITA B. ORIAS	Philippine Environmental Network Conference	1st Semester, SY 2024-2025	P30,000.00
		International Conference in Environmental and Rural Development	2nd Semester, SY 2023-2024	P50,000.00

D. Schedule of Sabbatical Leave

No.	Name of Faculty	1 st year (2023)	2 nd year (2024)	3 rd year (2025)	4 th year (2026)	5 th year (2027)
1	MARLITO M. BANDE	✓				
2	ELIZA D. ESPINOSA				✓	

Reviewed by:

DENNIS P. PEQUE
 Dean, CFES
 Chairman, CFES FDP Review Panel

 Member

 Member

 Member

 Member

 Member