



University of Southern Mindanao
College of Arts and Social Sciences
Department of English Language and Literature
Kabacan, Cotabato 9407

Faculty Development Plan (2022–2026)

Realizing the AACCUP Level IV Enhancement Recommendations Department of English Language and Literature (DELL), University of Southern Mindanao

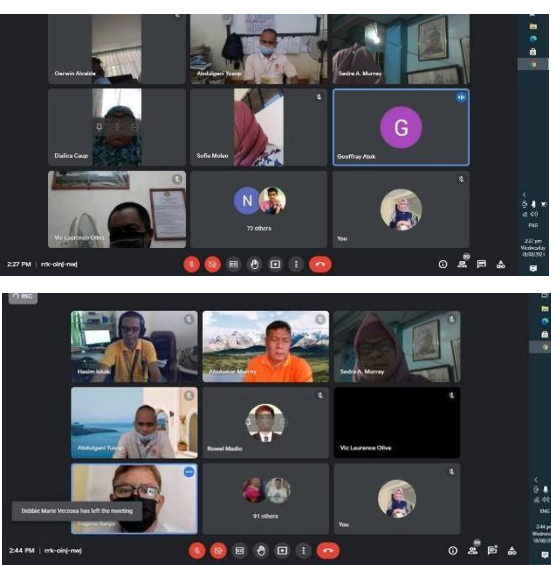
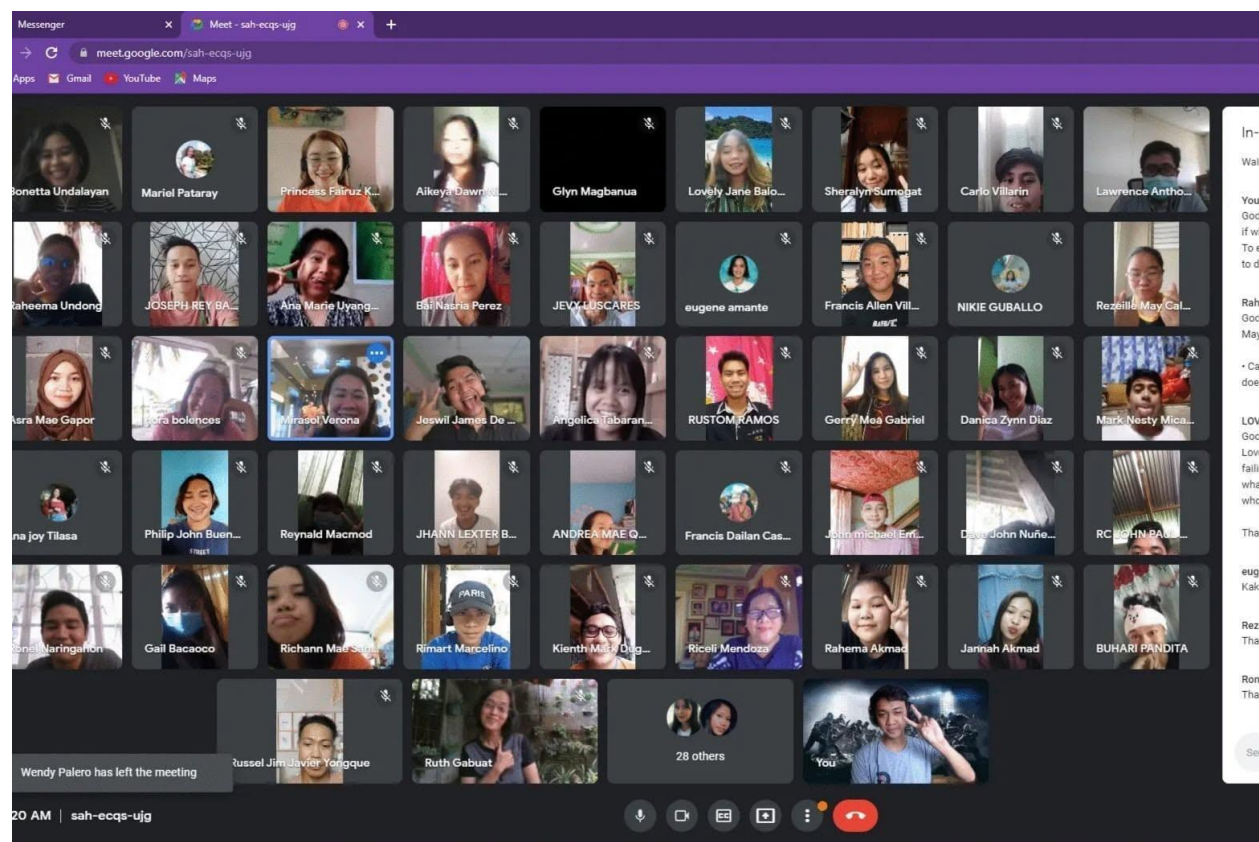


I. Introduction

The Department of English Language and Literature (DELL) of the University of Southern Mindanao (USM) commits itself to implementing a strategic Faculty Development Plan for 2022–2026 that embodies innovation, resilience, sustainability, internationalization, and scholarly excellence. Anchored on the University's strategic development agenda and the mandates of the Commission on Higher Education (CHED), the plan strengthens faculty competencies across the University's core functions of instruction, research, extension, and production, and positions the Department to meet the evolving demands of higher education while directly responding to the enhancement recommendations of the AACCUP Level IV accreditation.

II. Innovative, Flexible, and Future-Ready Instruction

To realize the recommendation of developing a proactive, disaster-resilient, and flexible instructional system, the Department will continuously capacitate its faculty members through professional development programs on Outcomes-Based Education (OBE), flexible learning, hybrid and online instruction, learning management systems, digital assessment, and the integration of emerging technologies such as artificial intelligence in language education. Faculty members will also receive training in curriculum innovation, instructional design, educational technology, and inclusive pedagogical practices.



Beyond training, the Department will institutionalize the continuous development of faculty-produced instructional materials. Faculty members will be encouraged to produce

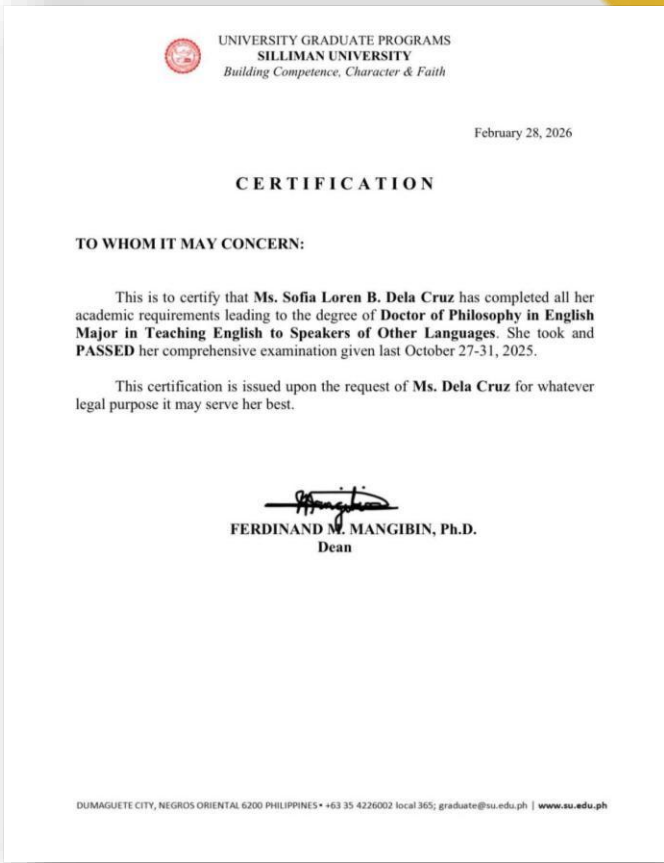
textbooks, laboratory manuals, Open Educational Resources (OERs), multimedia instructional videos, digital modules, and other technology-enhanced learning resources that support both face-to-face and online instruction. These materials will undergo peer review and quality assurance processes prior to dissemination, ensuring their relevance, accessibility, and alignment with current curricular standards.

III. Sustaining Faculty Professional Growth

The Department recognizes that academic excellence depends on highly qualified and continually developing faculty members. The Faculty Development Plan therefore prioritizes graduate education by encouraging faculty members to pursue master's, doctoral, and postdoctoral studies through institutional support, CHED scholarships, and external funding opportunities. Faculty participation in local and international seminars, workshops, certifications, conferences, and professional organizations will likewise be strengthened to sustain continuous professional growth.

A structured faculty mentoring program will also be established, enabling senior professors to guide junior faculty in teaching, research, publication, extension, and leadership. Regular competency assessments and individualized professional development plans will ensure that faculty members continuously enhance their expertise throughout their academic careers.

The Department remains steadfast in strengthening its faculty profile through advanced graduate education. Seven faculty members have already earned doctoral degrees, while four are pursuing



Officially Enrolled

2026-2027 1st Sem

Print Date: August 2, 2026, 2:49 am

 SILLIMAN
UNIVERSITY

AMILBAHAR, REZEILLE MAY C
ID NO : 21-1-02555
COURSE : PH.D ENGLISH
COLLEGE : PHD
LEVEL : III

SUBJECTS ENROLLED

Subject	Section	Type	Units	Time	Days	Room	Fee
ENGL 400 (2018)	A	LEC	12.0	12:00 AM-12:00 AM		-TBA-	22,356.00

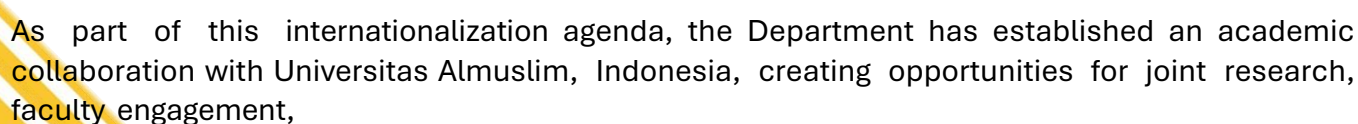
TOTAL UNITS : 12.00

TUITION FEE : 22,356.00
MISC FEE : 4,920.00
COLLEGE FEE : 2,179.00
UNIVERSITY FEE : 5,208.00
TOTAL : P 34,663.00

IV. Strengthening Extension and Community Engagement

Faculty members will also lead reading intervention programs, English proficiency enhancement workshops, campus journalism training, literary appreciation seminars, and language documentation projects that preserve indigenous languages and cultural heritage — meaningful avenues for applying disciplinary expertise while addressing the educational needs of partner communities.

To further strengthen the internationalization of instruction, the Department of English Language and Literature (DELL) continues to establish and expand strategic collaborations with foreign universities, international professional organizations, and global research networks. These partnerships enhance the quality of teaching, research, extension, and academic engagement through faculty and student mobility, visiting professorships, collaborative research projects, joint publications, virtual international learning experiences, international webinars, and participation in regional and global academic conferences.



scholarly exchange, and intercultural learning. This partnership promotes collaborative knowledge production, strengthens research productivity, and enhances the international visibility of the BA English Language program through mutually beneficial academic and professional activities.

The Department likewise advances international academic discourse by organizing and participating in webinars featuring distinguished scholars from leading institutions. Among these initiatives was an international webinar with Dr. Ruanni Tupas of University College London (United Kingdom), whose expertise in language, multilingualism, and language policy afforded faculty members, students, and participants valuable

global perspectives on contemporary issues in applied linguistics and English language education. Engagements of this nature enrich classroom instruction, strengthen research capability, and expose the academic community to internationally recognized scholarship.

To sustain these initiatives, the Department will continue to establish and strengthen Memoranda of Agreement (MOAs) and Memoranda of Understanding (MOUs) with international partner institutions in support of academic mobility, collaborative scholarship, and institutional cooperation. All internationalization activities are systematically documented through partnership agreements, mobility records, activity reports, research outputs, certificates of participation, and impact assessment reports — providing verifiable evidence of the Department's sustained commitment to internationalization, continuous quality improvement, and the advancement of global academic engagement in support of future AACUP Level IV accreditation.

VI. Intensifying Collaborative Research and Scholarly Productivity

Recognizing research as a pillar of academic excellence, the Department will intensify collaborative research initiatives among faculty members and with local and international institutions. Faculty researchers will be organized into interdisciplinary research clusters focusing on language education, applied linguistics, literature, communication studies,



indigenous knowledge systems, educational technology, discourse studies, and cultural heritage preservation.

To strengthen scholarly productivity, faculty members will participate regularly in research capability-building activities covering proposal development, research methodologies, statistical analysis, qualitative software applications, academic writing, publication ethics, and grant writing. The Department will also encourage faculty members to publish in reputable Scopus-, Web of Science-, and ASEAN-indexed journals while pursuing copyrights, intellectual property registration, instructional material copyrights, and other forms of scholarly recognition. Research mentoring programs will pair experienced researchers with junior faculty to increase publication outputs, external research funding, and interdisciplinary collaboration.

VII. Research Productivity and International Visibility

The Department of English Language and Literature shall continue to strengthen its research productivity and international visibility by establishing and sustaining strategic partnerships with reputable publishing houses, scholarly journals, research institutions, and higher education institutions in the Philippines and abroad. These collaborations will facilitate faculty publication, interdisciplinary research, scholarly exchange, and the wider dissemination of research outputs through national and international platforms. The Department shall actively pursue collaborative agreements with academic publishers, peer-reviewed journals, professional organizations, and research networks to expand opportunities for faculty members to serve as editors, peer reviewers, invited speakers, research collaborators, and contributors to conference proceedings, edited volumes, textbooks, and other scholarly publications.

To further advance the internationalization of research and instruction, the Department shall strengthen existing academic linkages with partner institutions such as Universitas Al-Muslim (Indonesia) through collaborative research, faculty engagement, and academic exchange initiatives. It shall likewise continue organizing international academic forums, webinars, and research dialogues featuring distinguished scholars from leading universities worldwide, including Dr. Ruanni Tupas of University College London (United Kingdom), whose expertise in language, multilingualism, and language policy enriches the Department's research and instructional initiatives while expanding its international academic engagement.

The Department shall also maximize the expertise of its internationally trained faculty members. Dr. Glyn Gabano-Magbanua and Prof. Anamarie B. Uyangurin of the Department of English Language and Literature successfully completed the British Council Academic Teaching Excellence (ATE) Master Trainer Course and subsequently served as Master Trainers in the regional implementation of English Medium Education (EME). Building on this achievement, the Department shall expand faculty development programs, conduct regional and national capacity-building initiatives, and establish collaborative projects that

promote internationally benchmarked teaching practices, English-medium instruction, and innovative pedagogical approaches.



Through these initiatives, the Department aims to strengthen its global academic networks, enhance faculty and student research productivity, increase international scholarly publications and collaborative projects, and reinforce its commitment to excellence in research, instruction, and international engagement.

VIII. Documentation and Continuous Quality Improvement

To ensure sustainability, the Department will maintain a comprehensive documentation system that records all faculty development activities, internationalization initiatives, research outputs, extension accomplishments, instructional innovations, and professional recognitions. These records will serve as evidence of continuous improvement and institutional effectiveness during accreditation and quality assurance evaluations.

The Department will regularly evaluate the implementation of its Faculty Development Plan through measurable performance indicators, including faculty qualifications, research productivity, instructional innovations, extension engagements, international collaborations, and scholarly outputs. Findings from annual monitoring and evaluation activities will guide policy refinements and future development strategies.

IX. Conclusion

Through this comprehensive Faculty Development Plan, the Department of English Language and Literature demonstrates its commitment to building a dynamic academic community characterized by instructional innovation, research excellence, meaningful community engagement, international collaboration, and continuous quality improvement. By strategically investing in faculty capabilities and fostering collaborative partnerships, the DELL

also advances the University of Southern Mindanao's mission of producing globally competitive educators, researchers, and professionals who contribute to national development and the international academic community.

Faculty Development Plan Matrix (2022–2026)

The matrix below operationalizes the narrative above, mapping each core function — Instruction, Research, Extension, Resource Generation, and Internationalization — to its corresponding faculty development programs, responsible faculty members, timeline, funding source, and sponsoring agency or partner.

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
INSTRUCTION					
	Graduate Scholarships (PhD)	Rezeille May C. Amilbahar Sofia Loren B. Dela Cruz Ronel A. Naringahon	2022-2026	University Faculty Development Fund; CHED SIKAP	CHED
	Seminars/Training on Language Innovations	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022-2026	University Faculty Development Fund	USM Human Resource Management Office (HRMO), CASS, Professional Organizations (PALT, TESOL, PSLLF)
	Outcomes-Based Education (OBE) and Curriculum Enhancement Training	Dr. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd	2022-2026	University Faculty Development Fund	CHED, USM Office of Academic Affairs

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
		Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon			
	Flexible Learning, LMS, AI Integration, and Digital Pedagogy Workshops	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022-2026	University Fund	USM ICT Office, CHED, DICT, Microsoft Education, Google for Education
	International/Local Webinars on ELT, Literature, and Applied Linguistics	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022-2026	University Fund, Registration Grants	TESOL International Association, PALT, Linguistic Society of the Philippines, PSLLF
	Artificial Intelligence (AI) Integration in Language Teaching	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman,	2022-2026	University Fund	CHED, DICT, USM ICT Office

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
		Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon			
	Digital Assessment and Educational Technology Workshop	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022-2026	University Fund	CHED, USM ICT Office, Google for Education, Microsoft Education
	ELT, Literature, and Applied Linguistics Conferences	Dr. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022-2026	—	TESOL International , PALT, PSLLF, Linguistic Society of the Philippines

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
	Syllabus Enhancement and Course Portfolio Development	Dr. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022-2026	University Fund	USM Office of Academic Affairs, CASS, CHED
	Faculty Exchange and International Teaching Exposure	Dr. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022-2026	External Grants, University Fund	ASEAN Universities, SEAMEO, Partner Foreign Universities
RESEARCH					
	Research Presentation in National or International Conferences	Donnie M. Tulud Mirasol O. Verona Rezeille May C. Amilbahar	2022-2026	University Research Fund, DOST, CHED Research Grants	USM Research Development Office, CHED, DOST, Professional Organizations
	Copyright, Patent, and Intellectual Property Orientation	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella	2022-2026	—	Intellectual Property Office of the Philippines (IPOPHL)

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
		B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon			
	Research Publication in Scopus-, Web of Science-, or Peer-Reviewed Journals	Orfelina M. Ajero, Rezeille May C. Amilbahar, Estella B. Barbosa, Nora B. Bolences, April Rose T. Butalid, Lloyd Anton Von M. Colita, Elangbai B. Dimasingkil, Edna Luz T. De Guzman, Ronel A. Naringahon, Marlyn A. Resurreccion, Donnie M. Tulud, Anamarie B. Uyangurin, Mirasol O. Verona	2022-2026	—	USM Research Office, CHED, Journal Publishers
	Research Capability Training	Orfelina M. Ajero Rezeille May C. Amilbahar Donnie M. Tulud Mirasol O. Verona	2022-2026	University Research Fund	USM Research Development Office
	Research Capability Training (Research Design, Statistics, Qualitative	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman,	2022-2026	University Research Fund	USM Research Office, External Research

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
	Methods)	Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon			Experts
	Creative Work	Lloyd Anton Von M. Colita	2022-2026	University Research Fund	National Commission for Culture and the Arts (NCCA), USM Publications
EXTENSION					
	Journalism Training	Elangbai B. Dimasingkil, Lloyd Anton Von M. Colita, Marlon T. Salvador, Anamarie B. Uyangurin, Glyn Gabano Magbanua, Estella B. Barbosa, Mirasol O. Verona, Orfelina M. Ajero, Donnie M. Tulud	2022-2026	Extension Fund	DepEd, Campus Journalism Associations, LGUs
	Collaborative Research with National and International Universities	Elangbai B. Dimasingkil, Lloyd Anton Von M. Colita, Marlon T. Salvador, Anamarie B. Uyangurin, Glyn Gabano Magbanua, Estella B. Barbosa, Mirasol O.	2022-2026	Extension Fund	CHED, DOST, Partner Universities

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
		Verona, Orfelina M. Ajero, Donnie M. Tulud			
	Technical Writing	Rezeille May C. Amilbahar, Ronel A. Naringahon, Nora B. Bolences, Ruth S. Gabuat, April Rose T. Butalid, Marlyn A. Resurreccion	2022- 2026	Extension Fund	DepEd, TESDA, Partner Schools
	Training of Teachers on English Language Teaching Strategies	Dr. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon	2022- 2026	Extension Fund	DepEd Regional and Division Offices
	Technical Assistance and Capability Building for Schools and Communities	Prof. Elangbai B. Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Anamarie B. Uyangurin	2025	Extension Fund	LGUs, DepEd, NGOs
	Community-Based Language Literacy and Reading Enhancement Programs	Prof. Marlon T. Salvador, Dr. Edna Luz T. De Guzman, Prof. Estella B. Barbosa, Prof. Elangbai B.	2022- 2026	Extension Fund	DepEd, Barangay LGUs, NGOs, Reading Associations

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
		Dimasingkil, Prof. Lloyd Anton Von M. Colita, Prof. Nora B. Bolences, Prof. Ruth S. Gabuat, Prof. Ronel A. Naringahon			
RESOURCE GENERATION					
	Instructional Material / Module Development	April Rose T. Butalid, Nora B. Bolences	2022-2026	University Fund	USM Office of Academic Affairs, Office of Income Generating Projects
	Capability Building	Lloyd Anton Von M. Colita Edna Luz T. De Guzman Nora B. Bolences Orfelina M. Ajero Estella B. Barbosa	2022-2026	University Fund	USM HRMO, CHED
	Creative Writing and Literary Publication	Lloyd Anton Von M. Colita	2022-2026	University Fund	NCCA, USM Publications, Literary Organizations
	Book Writing and Textbook Development	Lloyd Anton Von M. Colita, Edna Luz T. De Guzman, Nora B. Bolences, Orfelina M. Ajero, Estella B. Barbosa, Glyn Gabano Magbanua, Anamarie B. Uyangurin, Marlon T. Salvador	2022-2026	University Fund, Publication Incentive	USM Press, Publishing Houses

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
	Newsletter, Journal, and Magazine Publication	Lloyd Anton Von M. Colita, Edna Luz T. De Guzman, Nora B. Bolences, Orfelina M. Ajero, Estella B. Barbosa, Glyn Gabano Magbanua, Anamarie B. Uyangurin, Marlon T. Salvador	2022-2026	University Fund, Publication Incentive	USM Publications Office, CASS, Multimedia Center and DXVL
INTERNATIONALIZATION					
	Faculty Exchange, Visiting Professorship, and Collaborative Research	Lloyd Anton Von M. Colita, Edna Luz T. De Guzman, Nora B. Bolences, Orfelina M. Ajero, Estella B. Barbosa, Glyn Gabano Magbanua, Anamarie B. Uyangurin, Marlon T. Salvador	2022-2026	External Grants, International ization Fund	USM International Affairs Office, ASEAN Universities, SEAMEO, Foreign Partner Universities
	Membership and Participation in International Professional Organizations for English Language and Literature	Lloyd Anton Von M. Colita, Edna Luz T. De Guzman, Nora B. Bolences, Orfelina M. Ajero, Estella B. Barbosa, Glyn Gabano Magbanua, Anamarie B. Uyangurin, Marlon T. Salvador	2022-2026	University Fund, Personal Membership Fees	TESOL International Association, PALT, Linguistic Society of the Philippines, PSLLF, IATEFL
	MOUs/MOAs with International	Lloyd Anton Von M.	2022-2026	University International	USM International

Core Function	Faculty Development Program / Activity	Faculty Members / Participants	Period Covered	Funding Source	Sponsoring Agency / Partner
	Educational Institutions to Share Best Practices in Instruction, Research, Extension, and Production	Colita, Edna Luz T. De Guzman, Nora B. Bolences, Orfelina M. Ajero, Estella B. Barbosa, Glyn Gabano Magbanua, Anamarie B. Uyangurin, Marlon T. Salvador, Elangbai B. Dimasingkil		ization Fund	Affairs Office, Foreign Universities, ASEAN University Network (AUN), SEAMEO



ORFELINA M. AJERO, PhD
DELL Chair



MARIA LUZ D. CALIBAYAN, EdD
CASS Dean



LEORENCE C. TANDOG, PhD
Vice President for Academic Affairs

