AREA II

FACULTY

PARAMETER E:

FACULTY DEVELOPMENT

S.1

S.1 The institution has an approved and sustainable Faculty Development Program (FDP)

University of Southern Mindanao

Faculty Development Program

2022 – 2031

Introduction

Faculty Workforce is the core human resource component of the university. To date, the University has 532 positions (516 for Higher Education and 16 for Advanced Education Services). These faculty members are expected to facilitate teaching and learning of undergraduate students, conduct high-impact research, socially relevant extension and public service engagement, and generate intellectual assets and products that propel growth of the industry and society.

This faculty development program intends to plot a comprehensive menu of services and chart the direction of actions to achieve the strategic goals. This institutional development program serves as a guide for the colleges to craft its unit faculty development program contextualized in its circumstances. The

Goals

By 2031:

a) 20% faculty members have professorial ranks
b) 50% of the faculty members have doctoral degrees
c) 90% of the faculty members have at least very satisfactory teaching effectiveness evaluation
d) 40% of the faculty members are actively involved in any research, extension, and production activities
e) 10% of the faculty members have received any reward and recognition

Recruitment, Selection, Placement

Instituting a data-driven candidates assessment system

The university shall institute data-driven candidate assessment system that account the performance and potential of a candidate for recruitment and promotion. This selection system is digitally connected to the university's Enhanced Daily Time Record, learning and competency journals. This candidate assessment system shall also serve as Talent Bank with real-time assessment scores for easy retrieval once vacancy occurs.

Aggressive recruitment of faculty members with advanced degrees and necessary competencies

Recruitment of new faculty members will give preference to those with at least masters degree. To make the recruitment aggressive and competitive, candidates shall be subject to a learning boot camp to observe and for the candidate to demonstrate his/her competencies. The entry position of the candidate will depend on the outcome of the competency assessment.

Institutional Promotion via competency-based assessment

Promotion will be subject to the data-driven candidates assessment system. This assessment system assess the candidate's potential and performance. Performance is dependent on the Individual Performance Commitment Rating (IPCR) dissected into strategic and routine assessment and individual's contribution to the university performance. Exemplary performance is also assess as evidenced by awards. Potential of the candidates is dependent on the aspiration, engagement, and ability of the candidate. Data derived from EDTR, learning journals serves as input to the assessment of potential.

Instituting a local professorial accreditation system

Once the new CHED-DBM guidelines is in effect, we shall institute an institutional professorial accreditation system to replace the old CCE point system. We intend to use a Differentiated Career Pathways like the Malaysian Higher Education System (AKEPT). In this way, we envision that the CHED-DBM guidelines shall accredit a generic professor while our merit selection shall accredit professors based on identified professorial career pathways (teaching, research, extension, leadership, etc.).

For the next ten years, the university need to accredit steadily more professors to ideally cope with the expected increased of faculty members.

	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
Academic	532	727	780	780	780	780	780	790	800	820	915
Ideal Professor Ratio	106	145	156	156	156	156	156	158	160	164	183

This strategy is proposed to harmonize with CHED and DBM directions while strengthening the strategic advantage of the university.

Performance Management

Review of performance management system to support reclassification

The university will provide the activities of the candidates so we will be able to have better chances for reclassification under the new CHED-DBM guidelines. This means our performance management system should jive with the requirements of the said reclassification guidelines. We are now on the process of improving our performance management system to support the desires of CHED and DBM.

Development of Real-Time IPCR

A web-based IPCR shall be developed to ensure that faculty are abreast of their performance real-time. This shall be linked to the EDTR platform.

Learning and Development

SINTIDO – Progressive Layering Workplace L&D

A learning and development shall be implemented based on progressive layering approach – System Initiative for Nurturing Teaching and Learning Innovation and Development of Knowledge (SINTIDO). This L&D is embedded in the workplace, to wit:

SINTIDO Type	Intended Faculty
SINTIDO 1.0 Boot Camp	intended for prospective applicants, contract of service faculty, and neophyte faculty members.
SINTIDO 2 Series	intended for Instructors and Assistant Professors
SINTIDO 3 Series	intended for Assistant and Associate Professors
SINTIDO 4 Series	intended for Associate and Full Professors

Strategic Graduate Programs

Graduate Program Scholarships are screened by the Faculty Training and Development Committee taking into account the performance of the graduate school and expected skills needs of the academic program.

Rewards and Recognition

Through the Gawad Uliran sa Serbisyong Mahusay Gawad USM PRAISE system, faculty members are regularly monitored with their performance as gleaned from EDTR, learning journals, and IPCR.