

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
COLLEGE OF SCIENCE AND MATHEMATICS

Department of Mathematics and Statistics



Five-Year Faculty Development Plan
for the BS in Applied Mathematics Program

2025

Introduction

To ensure the delivery of quality instruction, research productivity, and global competitiveness of the Bachelor of Science in Applied Mathematics program, this Faculty Development Plan outlines a structured five-year strategy for enhancing faculty qualifications, competencies, and engagement.

Objectives

1. To improve faculty academic qualifications by supporting graduate studies aligned with the Applied Mathematics program.
2. To enhance faculty teaching competencies through continuing professional development and specialized training.
3. To strengthen research capabilities and increase scholarly outputs.
4. To promote active involvement in professional organizations and academic leadership.

A. Faculty Qualifications	
Target	Action Plans
90% of faculty members with earned or ongoing Ph.D. in fields relevant to Applied Mathematics by 2030.	<ul style="list-style-type: none">➤ Encourage faculty to enroll in recognized doctoral programs.➤ Provide institutional support (scholarships, flexible loads, study leave).➤ Facilitate mentorship from senior faculty and external experts.
B. Instructional Competence	
Target	Action Plans
100% of faculty complete at least one (1) SINTIDO program.	<ul style="list-style-type: none">➤ Require completion of SINTIDO learning modules on teaching strategies, curriculum design, and technology integration.➤ Enroll in online or face-to-face training in Python, R, and relevant tools via Coursera or partner institutions.➤ Attend at least one (1) teaching-related seminar/workshop per year.

C. Research and Publication	
Target	Action Plans
Minimum of two (2) research publications per year.	<ul style="list-style-type: none"> ➤ Faculty to undergo training on research methods, data analysis, and academic writing. ➤ Submit research proposals aligned with the institutional agenda. ➤ Present papers in conferences; collaborate with colleagues within and outside the institution.
D. Conference Participation	
Target	Action Plans
100% of faculty to attend at least one (1) academic conference per year, with university funding.	<ul style="list-style-type: none"> ➤ Secure budget for national or international conference participation. ➤ Require submission of conference reports and post-activity reflections.
E. Professional Engagement and Leadership	
Target	Action Plans
Active membership in professional organizations (e.g., MSP) and at least one leadership involvement per faculty member over the 5 years.	<ul style="list-style-type: none"> ➤ Encourage participation in MSP, MTAP-TL, and similar bodies. ➤ Assign leadership roles in departmental committees, research teams, and training events. ➤ Organize at least one academic workshop/conference in partnership with other schools.

Timeline

Year	Target Outcomes
2025 - 2026	<ul style="list-style-type: none"> ➤ Curriculum and specialization review; ➤ All faculty begin SINTIDO; ➤ Enroll at least 2 faculty in Ph.D. programs
2026 - 2027	<ul style="list-style-type: none"> ➤ 2 publications; ➤ 1 local conference hosted;
2027 - 2028	<ul style="list-style-type: none"> ➤ Full SINTIDO compliance; ➤ 100% conference attendance; ➤ 2 research presentations;

2028 - 2029	<ul style="list-style-type: none"> ➤ Start international research collaboration; ➤ 1 regional conference/seminar organized; ➤ publish in CHED-recognized journal
2029 - 2030	<ul style="list-style-type: none"> ➤ 90% of faculty with Ph.D. (earned or ongoing); ➤ sustain publication and training goals;

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