

MINDANAO STATE UNIVERSITY
ILIGAN INSTITUTE OF TECHNOLOGY
COLLEGE OF COMPUTER STUDIES

AACUP ACCREDITATION AREA 2 Program Performance Profile





MINDANAO STATE UNIVERSITY
ILIGAN INSTITUTE OF TECHNOLOGY
COLLEGE OF COMPUTER STUDIES

AREA II

The Faculty

Parameter A – Academic Qualifications and Professional Experience

1. SYSTEM-INPUTS PROCESSES

The Computer Science (CS) Program sets as baseline the prescribed policies, standards, and guidelines detailed in the CHED CMO No. 53, Series of 2006 and the more recent CHED CMO No. 25, Series of 2015 – Revised Policies, Standards, and Guidelines for Bachelor of Science in Computer Science (BSCS), Bachelor of Science in Information Systems (BSIS), and Bachelor of Science in Information Technology (BSIT) Programs. The qualifications of the faculty for the Program are laid out in Section 14.2 of the CMO.

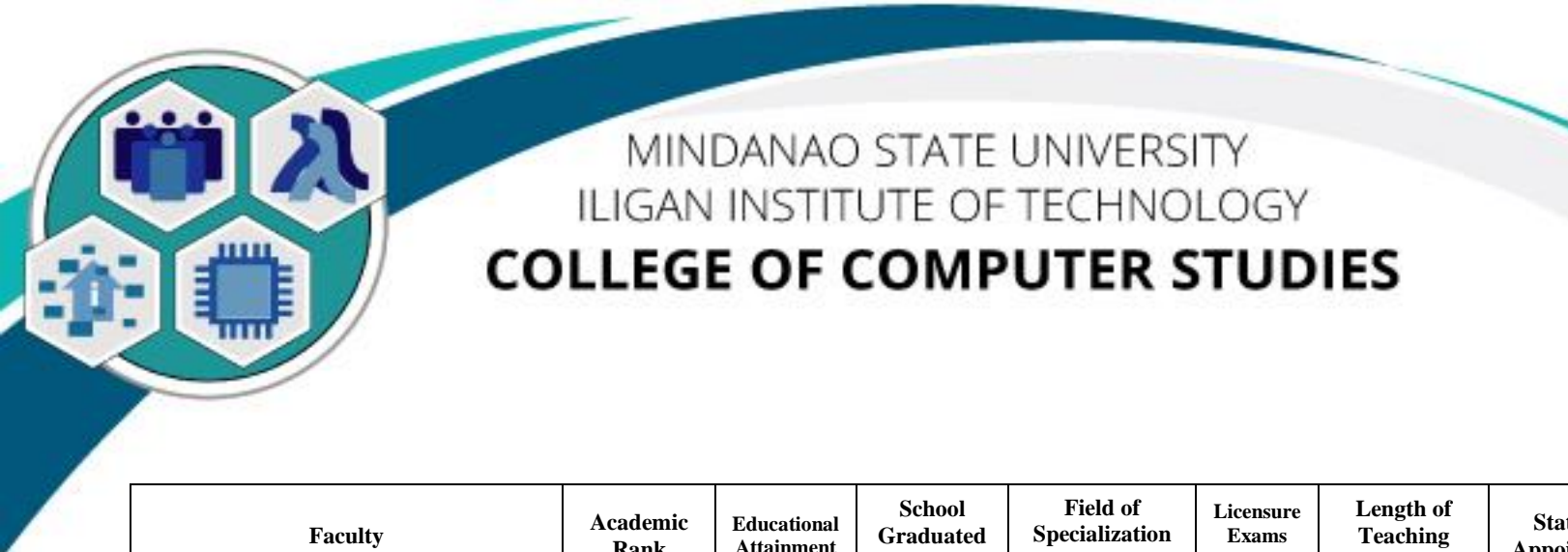
The Institute outlines the Qualification Standards for the Faculty in the 2005 Revised Institute Scheme for Ranking and Promotion (ISRP). The Revised ISRP was approved by the Board through BOR Resolution No. 211, S. 2006.



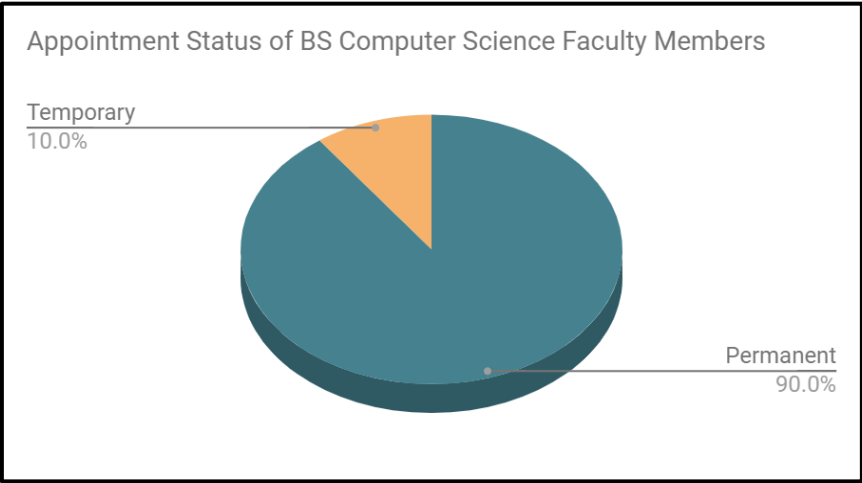
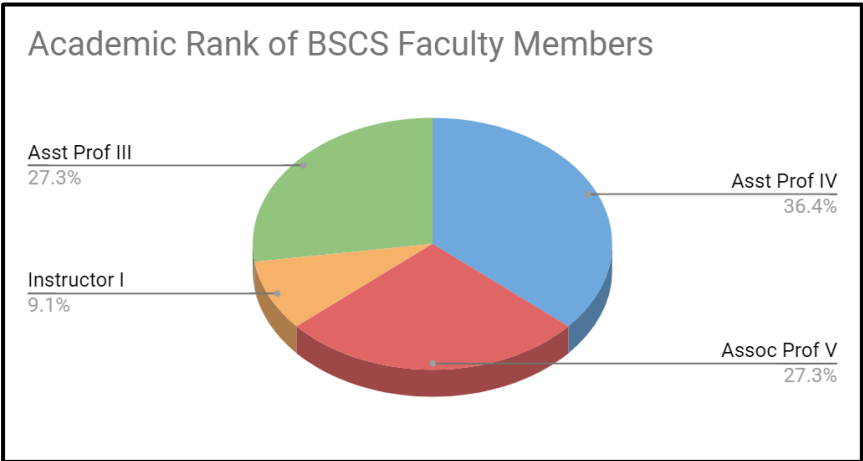
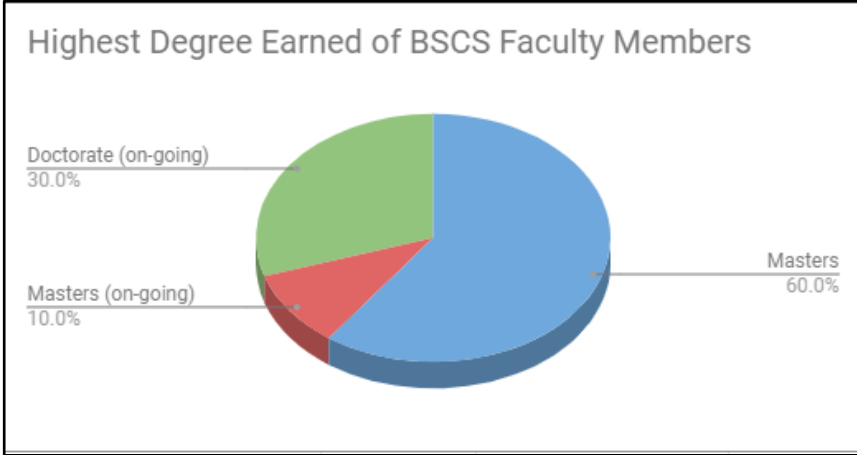
2. IMPLEMENTATION

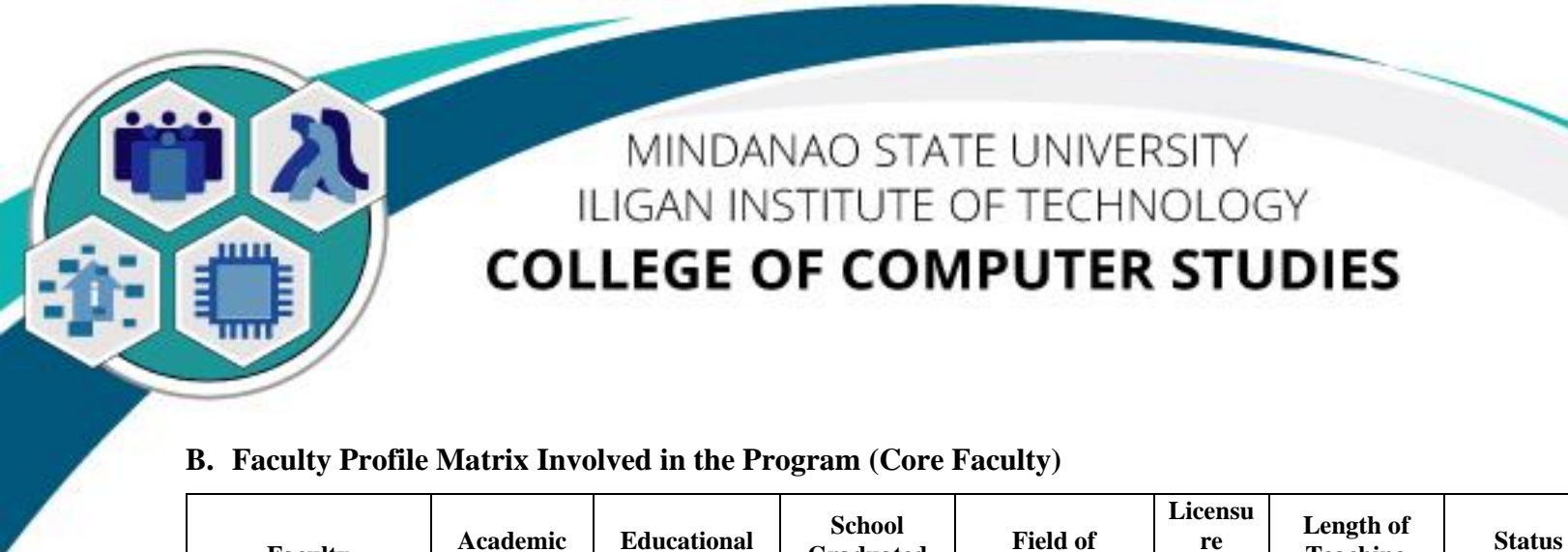
A. Faculty Profile Matrix Involved in the Program (Core Faculty)

Faculty	Academic Rank	Educational Attainment	School Graduated From	Field of Specialization	Licensure Exams Passed	Length of Teaching Experience	Status of Appointment	Subjects Handled
CRISOSTOMO, RENATO V.	Asst. Prof IV	MSCS	MSU-IIT	Programming Languages		14	Permanent	Discrete Mathematics, Programming Languages, Information Management, Compilers
DINAWANAO, DANTE D.	Assoc. Prof V	MSCS	DLSU, Manila	Parallel & Distributed Computing		28	Permanent	Human-Computer Interaction, Computer Networks and Data Communications, Operating Systems, Artificial Intelligence
LLANTOS, ORVEN E.	Asst. Prof IV	PhD, on-going	ADMU	Mobile Computing		14	Permanent	Mobile Computing, Software Engineering, Applications Development and Emerging Technologies
MACALISANG, HAROUN ARC P.	Asst. Prof IV	MSCS	James Madison University, USA	Cryptography/ Info Security		13	Permanent	Automata, Computability and Complexity, Computer Organization and Architecture, Artificial Intelligence, Computer Graphics
MAULANA, MALIKEY M.	Asst. Prof III	MSCS	MSU-IIT	Database System		12	Permanent	Applications Development and Emerging Technologies, Software Engineering, Information Management
MONTEMAYOR, JENNIFER JOYCE M.	Asst. Prof III	MSCS	MSU-IIT	Evolutionary Computation		9	Permanent	Information Management, Applications Development and Emerging Technologies, Computer Programming



Faculty	Academic Rank	Educational Attainment	School Graduated From	Field of Specialization	Licensure Exams Passed	Length of Teaching Experience	Status of Appointment	Subjects Handled
OBACH, DARLENE DARYL D.	Inst. I	MSCS, on-going	DLSU, Manila	Machine Learning		14	Temporary	Data Structures and Algorithms, Operating Systems, Computer Programming, Design and Analysis of Algorithms
PEREZ, JULIETO E.	Asst. Prof IV	MSCS	MSU-IIT	AI in Education		13	Permanent	Data Structures and Algorithms, Computer Programming, Design and Analysis of Algorithms, Artificial Intelligence
TABANAO, EMILY S.	Asst. Prof IV	PhD, on-going	ADMU	AI in Education		23	Permanent	Data Structures and Algorithms, Artificial Intelligence, Computer Programming, Design and Analysis of Algorithms
TACULIN, ALQUINE ROY F.	Assoc. Prof II	PhD, on-going	ADMU	Graph Theory, Transportation Computing		20	Permanent	Automata, Computability, and Complexity, Logic and Set Theory, Parallel and Distributed Computing



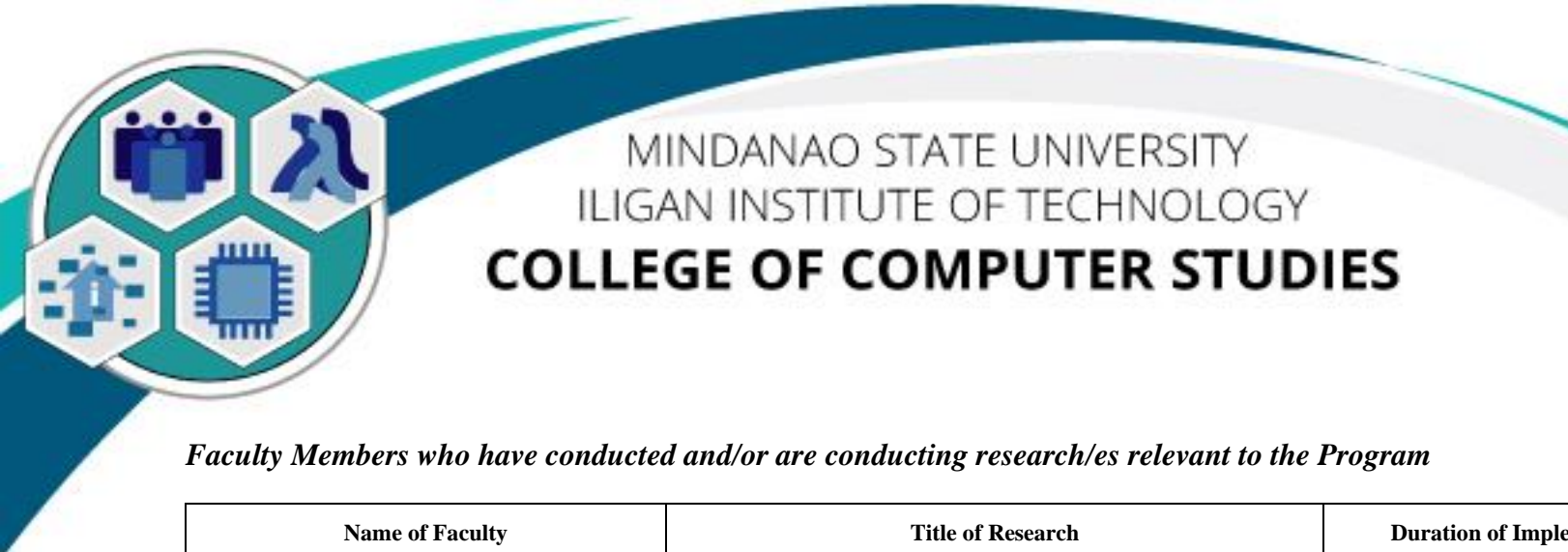


B. Faculty Profile Matrix Involved in the Program (Core Faculty)

Faculty	Academic Rank	Educational Attainment	School Graduated From	Field of Specialization	Licensure Exams Passed	Length of Teaching Experience	Status of Appointment	Subjects Handled
OBACH, DARLENE DARYL D.	Inst. I	MSCS, on-going	DLSU, Manila	Machine Learning		11	Temporary	GEC 108 – Science, Technology, and Society
CRISOSTOMO, RENATO V.	Asst. Prof IV	MSCS	MSU-IIT	Programming Languages		11	Permanent	GEC 108 – Science, Technology, and Society

C. Faculty Members who have prepared instructional materials

Name of Faculty	Instructional Material Developed (Print/Model/Electronic)	Title
OBACH, DARLENE DARYL D.	Electronic	Science, Technology and Society Design and Analysis of Algorithms
MAULANA, MALIKEY (MIKE II)	Electronic	Computer Programming I



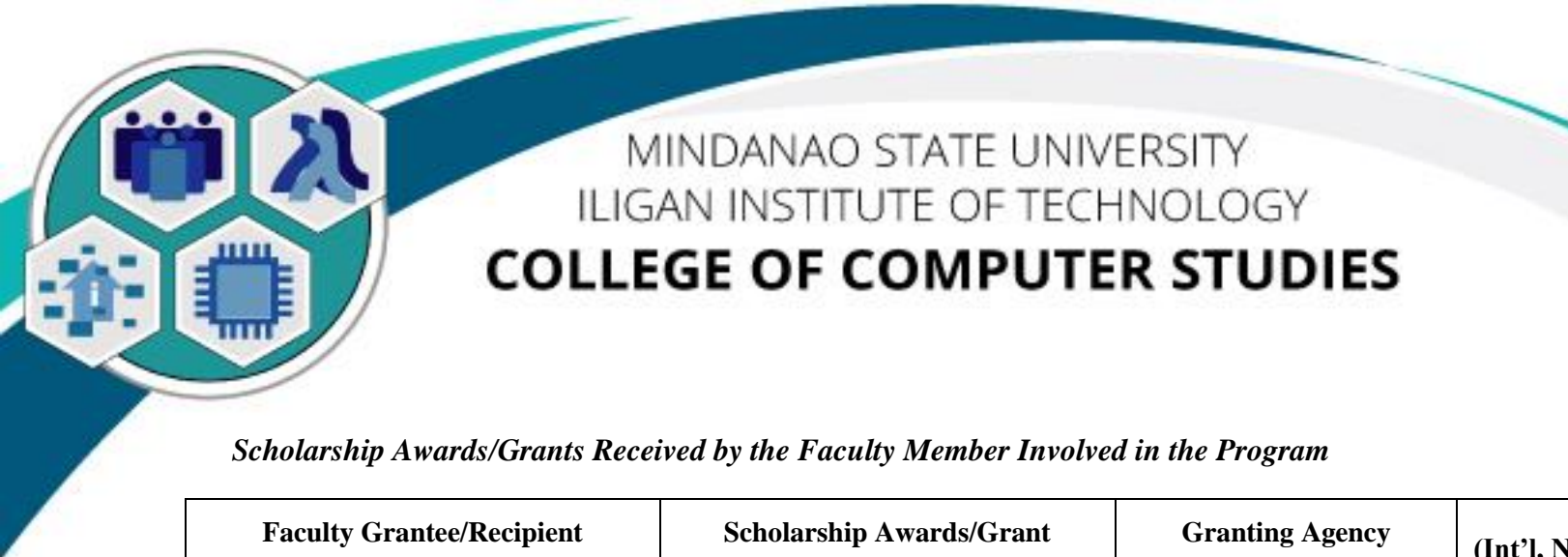
Faculty Members who have conducted and/or are conducting research/es relevant to the Program

Name of Faculty	Title of Research	Duration of Implementation	Funding Source	Status
MONTEMAYOR, JENNIFER JOYCE M.	Software Development, Data Analytics and Modeling	Apr 1, 2019 – Dec 31, 2019	OPF-Research Funds	OPF-Research Funds
PEREZ, JULIETO E.	Text Trend Analysis via Significant Term History: A Study based on Philippine and Indonesia News related to Online-enabled Transportation Service	Mar 1, 2019 – Feb 28, 2020	None	Completed
MONTEMAYOR, JENNIFER JOYCE M.	Development of an Energy Monitoring System for MSU-IIT	January 1, 2020 – December 31, 202	OPF-Research Funds	OPF-Research Funds



Faculty Members who are actively involved in Extension activities relevant to the Program

Name of Faculty	Extension Activity/Pproject	Location	Time Frame	Funding Source	No. of Clientele Served	Status
Malikey Maulana	Adoption of my.Eskwela in Various Schools of Department of Education, Division of Iligan City		Jun 2019 - Mar 2020	OVCRE		completed
Perez, Julieto	Digital Literacy Training: An Aid Movement for Digital Sustainability for Out-of-school Youths in Iligan City		Sept 2019-Feb 2020			completed
Perez, Julieto Crisostomo, Renato Montemayor, Jennifer Joyce Obach, Darlene Daryl	Literacy Training in ICT Tools in Social Media Marketing Among Marginalized Women Youth in Iligan City-Batch 1		Mar 2019 - Aug 2019	GAD		completed
Llantos, Orven E.	Grant of Authority to the Department of Computer Science of the School of Computer Studies (SCS) to conduct an Extension Program at Tambo Central Elementary School, Iligan City		July 15, 2015 - July 15, 2016			completed



Scholarship Awards/Grants Received by the Faculty Member Involved in the Program

Faculty Grantee/Recipient	Scholarship Awards/Grant	Granting Agency	Level (Int'l, Nat'l, Reg'l, Local)	Inclusive Dates
Alquine Roy F. Taculin	Graduate Scholarship	DOST PCASTRD	National	2003-2005
Alquine Roy F. Taculin	Graduate Scholarship	CHED K12	National	2017-2020
Emily S. Tabanao	Graduate Scholarship	CHED FDP II	National	2014-2017
Orven E. Llantos	Graduate Scholarship	DOST ERDT	National	2017-2020
Orven E. Llantos	Human Resources Development Program	DOST PCIEERD	National	May 2017
Emily S. Tabanao	APSCE Merit Scholarship Program Award	Asia-Pacific Society for Computers in Education	International	Nov 28 - Dec 2, 2016



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3. OUTCOMES

- a. Classify faculty according to their academic ranks based on duly approved/attested appointment by the Civil Service Commission. (to show the increased number of PhD holders among academic staff).
- b. Summarize names of faculty involved in the Program according to their fitness (Performance Rating) based on approved Merit System & Promotion Plan (MSPP), NBC 461-QCE and Strategic Performance Management System (SPMS).

4. BEST PRACTICES

Faculty members demonstrate professional competence and are engaged in the following:

A. Instruction

- a. Uses different methods and techniques of teaching to make lesson clear
- b. Encourages active participation of students
- c. Gives examples to make lessons clear
- d. Presents lessons on an orderly manner
- e. Motivates student to think and analyze
- f. Conducts class with enthusiasm

B. Research

- a. Conducts research relevant to the program
- b. Publishes research output
- c. Collaborates with other agencies

C. Extension

- a. Faculty members conduct extension program

D. Consultancy and Expert Service

- a. Involvement as consultant, resource speaker, or lecturer in the field of specialization and other disciplines

E. Graduate Studies

Faculty members pursue graduate studies from reputable institutions and are awarded scholarships



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Parameter B - Recruitment, Selection and Orientation

1. SYSTEM-INPUTS AND PROCESSES

The systems and procedures for the Recruitment, Selection and Promotion of Faculty adhere to the following memorandum orders (MOs):

- MO 08-098-OC: Revised Guidelines for the Hiring of Faculty Members;
- MO 08-002-OVCAA: Guidelines in Hiring Lecturers; and
- MO 04-040-OVCAA: Condition for the Renewal and/or Hiring of Contractual Faculty.

These MOs are provided in the Institute Faculty Handbook. The Promotion of Faculty, on the other hand, follows the systems and procedures detailed in the 2005 Institute Scheme for Ranking and Promotion: Implementing Guidelines and Procedures. The orientation for New Faculty members is embedded in the hiring process of the Institute.

2. IMPLEMENTATION

1. Describe the Institution's systems and procedures in the Recruitment, Selection and Promotion of Faculty as embodied in the BOR/BOT & CSC approved Merit Selection & Promotion Plan for Faculty and other institution guidelines in terms of mandatory and/or optional criteria; open competition and in breeding policy.
2. Describe the Institution's practice/system of conducting the Orientation/Re-Orientation of New/Old Faculty (to include the topics, lectures, workshop, sessions during the Orientation Program).

2.1 Recruitment, Selection and Orientation

The Institute's systems and procedures in the recruitment, selection and orientation of Faculty are outlined as follows:

- a. The department identifies the need and communicates such to the dean of the college. The dean will then communicate such need to the Vice Chancellor for Academic Affairs. The Vice Chancellor approves or disapproves the request. When approved, the dean will forward the request to the department concerned and to the Screening and Hiring Committee of the College (composed of the representative of each department and CCS Faculty Union representative).
- b. The department concerned announces the need for hiring new faculty members through MSU-IIT Website and other printed communications with the requirements and details of submissions.
- c. The department chairperson initially evaluates the applicants. The department concerned will select the short list of applicants on the basis of



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- d. the requirements especially Classroom demonstration, EQ and preliminary interview.
- e. The initially screened applicants will be evaluated further by the Screening and Hiring Committee of the college. Papers of the applicants including Medical Examination results, Guidance and Counseling Examination results, EQ with documents, classroom demonstration rating, TER of the previous employer, service record, etc. will be evaluated and scored by the committee using the given criteria.
- f. The committee will then set the final interview together with the Vice Chancellor for Academic Affairs, HRMO Representative and the Dean of the college.
- g. The committee will rank the applicants and the top applicant will be recommended for hiring.
- h. The recommended applicant will be assisted by the HRMO for guidance.
- i. Orientation will be conducted every semester by the HRMO to all new recruits of the institute.

3. OUTCOMES

The Academic unit in need of a new faculty follows the prescribed guidelines for the hiring of faculty members (as provided in Memorandum Order 08-098-OC). A standardized rubric for the evaluation of faculty applicants is provided. Factors as degree, scholastic record, work experience, the demo and interview are some of the considerations. The computations are tallied and form part of the basis for selecting the most qualified application for the position

4. BEST PRACTICES

The Department strictly follows the standardized hiring system for faculty members implemented by the institute using established hiring criteria. The hiring process ensures that applicants with the appropriate competencies, attitude and values will be hired.



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Parameter C – Faculty Adequacy and Loading

1. SYSTEM-INPUTS AND PROCESSES

Among the prevalent BORs concerning faculty workload and equivalent teaching load:

- BOR Res. No. 39, s.2018: Proposed 18-unit Faculty workload for System-wide Application; and
- BOR Res. No. 114, s.2007: Proposed Supplement/Amendment to BOR Resolution NO.168,S.1990 : Administrative Load Credits and Teaching, Research and Extension Service Loading of Academic Personnel.

Section VII of the Faculty Handbook, specifically VII.A General Tasks and VII.B Working Hours, Workload and Other Related Work, provides guidance on the workload of the Academic Faculty.

The Faculty Workload system

The fixed minimum faculty load shall be 18 units. The faculty must render a service of at least 40 hours per week. Each member of the faculty shall be available for student consultation for at least ten (10) hours a week during regular office hours. The faculty member shall determine his/her consultation hours at the beginning of every semester or term subject to the approval of the Dean/Director.

Generally, faculty members designated to administrative positions, or have approved research/extension work with reduced teaching load shall not be allowed overload. However, in some exceptional cases, they may be given overload teaching under the following conditions:

- a. When all faculty members in the department/unit have been given the minimum teaching load;
- b. All other faculty members have been given overload.
- c. In case no member of the faculty can teach the subject, faculty members designated to administrative positions, etc., may be given overload teaching (Resolution No. 109 S. 1990 Implementing Guidelines of BOR Resolution No 230, S. 1989).
- d. A faculty member is entitled to an administrative workload equivalent to one (1) teaching unit to class advisorship (BOR Resolution No. 6, S1998).



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Full time faculty members shall accomplish a certificate of service called Faculty Daily Time Record (FDTR) while lecturers (faculty members whose salaries are paid by the hour) shall accomplish the Daily Time Record (DTR) which they shall submit to the Dean or Director of the College/Unit at the end of every month. Indicated in the FDTR are the number of hours of instruction, related activities, consultation, administrative functions, research and extension. Also indicated are the number of hours/days of absence, leave under time and official business.

2. IMPLEMENTATION

Faculty Workload/ETL in the last 6 Academic Terms

Faculty	2nd Semester SY 2020-2021						
	Instruction		Res	Extn	Prod'n	Others	Total
	No. of Prep'n	No. of Hours					
CRISOSTOMO, RENATO V.	5	14				Institute Curriculum Comm (3) Adviser (1)	19
DINAWANAO, DANTE D.	3	6				Acting Head of ICTC (12)	18
LLANTOS, ORVEN E.	ON STUDY LEAVE						
MACALISANG, HAROUN ARC P.	3	16				Adviser (2)	19
MAULANA, MALIKEY M.	4	15				Adviser (4)	19
MONTEMAYOR, JENNIFER JOYCE M.	2	10				Administrative Load (8)	18
OBACH, DARLENE DARYL D.	3	18				Adviser (2)	20
PEREZ, JULIETO E.	2	18				Administrative Load (8)	26
TABANO, EMILY S.	3	18				Administrative Load (4)	18
TACULIN, ALQUINE ROY F.	ON STUDY LEAVE						



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Faculty	1st Semester SY 2020-2021						
	Instruction		Res	Extn	Prod'n	Others	Total
	No. of Prep'n	No. of Hours					
CRISOSTOMO, RENATO V.	4	15				Institute Curriculum Comm (4)	19.5
DINAWANAO, DANTE D.	3	6				Acting Head of ICTC (12)	18
LLANTOS, ORVEN E.	ON STUDY LEAVE						
MACALISANG, HAROUN ARC P.	3	16				Adviser (2)	18
MAULANA, MALIKEY M.	3	15				Administrative Load (4)	19
MONTEMAYOR, JENNIFER JOYCE M.	2	10				Administrative Load (8)	18
OBACH, DARLENE DARYL D.	3	17				Adviser (2)	19
PEREZ, JULIETO E.	4	18				Administrative Load (8)	26
TABANO, EMILY S.	3	9				Administrative Load (8)	18
TACULIN, ALQUINE ROY F.	ON STUDY LEAVE						

Faculty	2nd Semester SY 2019-2020						
	Instruction		Res	Extn	Prod'n	Others	Total
	No. of Prep'n	No. of Hours					
CRISOSTOMO, RENATO V.	3	14		2		Institute Curriculum Comm (3)	19
DINAWANAO, DANTE D.	3	11				Acting Head of ICTC (12)	23
LLANTOS, ORVEN E.	ON STUDY LEAVE						
MACALISANG, HAROUN ARC P.	5	16				Adviser (2)	18
MAULANA, MALIKEY M.	3	15				Administrative Load (4)	19
MONTEMAYOR, JENNIFER JOYCE M.	3	10	8				18
OBACH, DARLENE DARYL D.	4	17				Adviser (2)	19
PEREZ, JULIETO E.	4	18				Administrative Load (8)	26
TABANO, EMILY S.	3	9				Administrative Load (8)	18
TACULIN, ALQUINE ROY F.	ON STUDY LEAVE						



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Faculty	1st Semester SY 2019-2020						
	Instruction		Res	Extn	Prod'n	Others	Total
	No. of Prep'n	No. of Hours					
CRISOSTOMO, RENATO V.	4	10				Administrative Load (12)	22
DINAWANAO, DANTE D.	3	11				Acting Head of ICTC (12)	23
LLANTOS, ORVEN E.	ON STUDY LEAVE						
MACALISANG, HAROUN ARC P.	5	18				Administrative Load (2)	20
MAULANA, MALIKEY M.	3	19					19
MONTEMAYOR, JENNIFER JOYCE M.	3	18					18
OBACH, DARLENE DARYL D.	4	19				Administrative Load (2)	21
PEREZ, JULIETO E.	3	18					18
TACULIN, ALQUINE ROY F.	ON STUDY LEAVE						

Faculty	2nd Semester SY 2018-2019						
	Instruction		Res	Extn	Prod'n	Others	Total
	No. of Prep'n	No. of Hours					
CRISOSTOMO, RENATO V.	4	15				Institute Curriculum Comm (3)	18
DINAWANAO, DANTE D.	3	9				Acting Head of ICTC (12)	21
LLANTOS, ORVEN E.	ON STUDY LEAVE						
MACALISANG, HAROUN ARC P.	3	9				Dept Chairman (9)	18
MAULANA, MALIKEY M.	3	20					20
MONTEMAYOR, JENNIFER JOYCE M.	3	18	2				
OBACH, DARLENE DARYL D.	4	20					20
PEREZ, JULIETO E.	4	18	2				
TACULIN, ALQUINE ROY F.	ON STUDY LEAVE						



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Faculty	1st Semester SY 2018-2019						
	Instruction		Res	Extn	Prod'n	Others	Total
	No. of Prep'n	No. of Hours					
CRISOSTOMO, RENATO V.	4	15				Institute Curriculum Comm (3)	18
DINAWANAO, DANTE D.	3	9				Acting Head of ICTC (12)	21
LLANTOS, ORVEN E.	ON STUDY LEAVE						
MACALISANG, HAROUN ARC P.	3	9				Dept Chairman (9)	18
MAULANA, MALIKEY M.	3	20					20
MONTEMAYOR, JENNIFER JOYCE M.							
OBACH, DARLENE DARYL D.	3	20					20
PEREZ, JULIETO E.							
TACULIN, ALQUINE ROY F.	ON STUDY LEAVE						



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Faculty-Student ratio of the Program in the last 6 Academic terms

Lecture Courses

Academic Term		Course	Faculty-Student Ratio
AY 2016-2017	SEM 1	Computer Organization and Architecture Discrete Mathematics Automata and Computability Programming Languages Database Systems Assemblers, Interpreters, and Compilers Introduction to Operating Systems Introduction to Artificial Intelligence	1:20-40
	SEM 2	Computer Organization and Architecture Computer Networks and Data Communications Introduction to Artificial Intelligence Social, Ethical, and Professional Issues Discrete Mathematics Formal Languages and Complexity Assemblers, Interpreters, and Compilers	1:20-40
AY 2017-2018	SEM 1	Computer Organization and Architecture Discrete Mathematics Automata and Computability Programming Languages Assemblers, Interpreters, and Compilers Introduction to Operating Systems Introduction to Artificial Intelligence Human – Computer Interaction Software Project Management	1:20-40
	SEM 2	Logic Circuits and Digital Systems Computer Networks and Data Communications Formal Languages and Complexity Assemblers, Interpreters, and Compilers Introduction to Artificial Intelligence Software Project Management	1:20-40
AY 2018-2019	SEM 1	Discrete Structures Automata, Computability, and Complexity Programming Languages Introduction to Operating Systems Introduction to Artificial Intelligence Special Topics in Computer Science	1:30-40
	SEM 2	Design and Analysis of Algorithms Human – Computer Interaction Computer Organization and Architecture Computer Networks and Data Communications Computer Systems Security	1:30-40



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AY 2019-2020	SEM 1	Discrete Structures Automata, Computability, and Complexity Programming Languages Introduction to Operating Systems Introduction to Artificial Intelligence Special Topics in Computer Science	1:30-40
	SEM 2	Design and Analysis of Algorithms Human – Computer Interaction Computer Organization and Architecture Computer Networks and Data Communications Computer Systems Security Parallel and Distributed Computing Social, Ethical, and Professional Issues	1:30-40
AY 2020-2021	SEM 1	Discrete Structures Automata, Computability, and Complexity Programming Languages Introduction to Operating Systems Introduction to Artificial Intelligence Special Topics in Computer Science Applications Development & Emerging Technologies	1:30-40
	SEM 2	Design and Analysis of Algorithms Human – Computer Interaction Computer Organization and Architecture Computer Networks and Data Communications Computer Systems Security Parallel and Distributed Computing Social, Ethical, and Professional Issues	1:30-40



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Laboratory Courses

Academic Term		Laboratory Courses	Faculty-Student Ratio
AY 2018-2019	SEM 1	Fundamentals of Computing Computer Programming 1 Computer Organization and Architecture Software Engineering Design and Analysis of Algorithms	1:20
	SEM 2	Fundamentals of Computing Computer Programming I Computer Programming II Data Structures II Database Systems	1:20
AY 2019-2020	SEM 1	Fundamentals of Computing Computer Programming I Computer Programming II Computer Organization and Architecture Lab Data Structures I Design and Analysis of Algorithms Introduction to Software Engineering	1:20
	SEM 2	Fundamentals of Computing Computer Programming I Computer Programming II Computer Organization and Architecture Lab Data Structures I Data Structures II Software Requirements Analysis Software Architecture and Design	1:20
AY 2020-2021	SEM 1	Fundamentals of Computing Computer Programming 1 Data Structures and Algorithms Applications Development and Emerging Technologies Software Engineering	1:20
	SEM 2	Fundamentals of Computing Computer Programming I Computer Programming 2 Information Management Data Structures I Information Management	1:20



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3. OUTCOMES

Each faculty accomplishes the Daily Time Record (DTR). This is submitted before the 5th day of the month to the Department and, eventually forwarded to the Dean's Office and the appropriate Responsibility Centers. The DTR indicates the number of hours the faculty used for instruction-related activities, consultation, administrative functions, research and extension.

4. BEST PRACTICES

The Department strictly follows the minimum faculty load required to every faculty. Faculty members designated to administrative positions or have approved research/extension work with reduced teaching load are not given overload units. There are also administrative load credits and teaching, research and extension service loading of academic personnel performing or not performing administrative function. Moreover, there are provisions of overload teaching.

Teaching load assignments ensure that faculty members have time for lesson preparation, scoring test papers, class evaluation, and other instruction-related activities. Faculty members have no more than 6 hours of continuous teaching schedule.

Full-time faculty members have their own specialization making it possible to evenly distribute teaching loads and other assignments within the Department.



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Parameter D – Rank and Tenure

1. SYSTEM-INPUTS AND PROCESSES

- Present the BOR/BOT/CSC Approved Policies/Guidelines on
 - Merit Selection & Promotion Plan for Faculty (MSPP)
 - Strategic Performance Management System (SPMS) for Faculty
- Present copy of the Institution's recent NBC 461-CCE Print Out
- Present copy of the Institution's recent NBC 461-QCE Results
- Present copy of approved Supplemental Plantilla for the Implementation of NBC 461
- Present copy of RA 8291 – GSIS Retirement Law

The 2005 Revised Integrated Scheme for Ranking and Promotion, which was approved through BOR Resolution No. 211, S. 2006 serve as a guide for the evaluation on rank and promotion of new and incumbent faculty members. The detailed procedures for both ranking and promotion are provided in the 2005 ISRP: Implementing Guidelines and Procedures.

2. IMPLEMENTATION

- Describe the Institution's process of promotion, separation and retirement.
- Describe in flow chart for the Institution's promotion through vacancy (in rank and salary) and change of status procedures.
- Describe in flow chart the Institution's resignation and retirement process;
- Describe in flow chart for the Institution's process of processing NBC 461-CCE (Common Criteria for Evaluation) as a criteria for promotion in rank.
- Describe in flow chart for the Institution's process of processing NBC 461-QCE (Qualitative Contribution for Evaluation) as a twin criteria for promotion in rank
- Describe the implementation of Presidential Discretion (PD) per NC 461 (if applicable).
- Present the College and/or Program Retirement Plan.

2.1 Faculty Rank, Promotion and Tenure

The Institute adheres to merit the principle of promoting employees using the Integrated System of Ranking and Promotion (ISRP) approved by the BOR. BOR Resolution No. 211, s. 2006, approves the Revised 2006 Integrated Scheme for Ranking and Promotion (ISRP) and outlines the positions and their corresponding qualifications of faculty members.

Ranking for promotion is a form of institutional recognition of the meritorious performance and outstanding achievements of a faculty. A faculty member who has attained significant achievement or has demonstrated exemplary performance is given due recognition through evaluation for rank promotion.



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The following are the guidelines and criteria for the considerations for promotion;

Regular faculty members with at least a probationary status or occupying an itemized position, who have served the university for at least two (2) years, and are handling at least three (3) units of teaching load during the time of evaluation, may be considered for promotion, provided that they have achieved or satisfied at least one of the following:

1. Conferment of an officially authorized degree to a faculty grantee who has reported back to duty with TOR and approved bound copy of thesis or dissertation, if applicable; TOR and SO required for those who graduated from private institutions;
2. Completion of a graduate degree on one's own time and expense with approved permit to study PROVIDED, the degree is within or in the allied/related field of study or specialization duly recognized by the University as certified by the concerned academic department or college, with a certified true copy TOR and an approved bound copy of thesis or dissertation, if applicable; an SO for those from private institutions shall be required;
3. An average Teaching Efficiency Rating (TER) of not less than Very Satisfactory (VS) in the last four (4) semesters and meeting at least one of the requirements based on current rank.

The evaluation procedure on Faculty Promotion is listed as follows:

1. Applicant requests the Vice Chancellor for Academic Affairs for evaluation of his/her credentials. The request must state the merits for the promotion, e.g., return from a study leave, etc. Considerations for promotion (see Form 02, Faculty Evaluation for Promotion) must be satisfied. The request must be duly recommended by the Chair of the Department, College/School Coordinator and College/School Dean. A Permit to Study Form must also be attached, if applicable (refer to IIT Form).
2. OVCAA advises IAPP for evaluation of the applicant's credentials for possible promotion.
3. IAPP communicates to the applicant for submission to the College/School coordinator two (2) sets of his/her credentials, using the required format and order of documents, as stipulated in this guide. These must be certified true copy by the Human Resource Management Department.
4. Each set of the credentials is fastened to a folder. Pagination should be duly observed, preferably on the lower right corner of the page. The pages are appropriately referenced in IAPP Form 03 (Evaluation Details).



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5. For Associate Professor or higher rank, applicant should submit one (1) original copy and one (1) Xerox copy of thick documents, e.g., thesis, dissertation, etc. These will serve as attachments and must be properly numbered/catalogued for reference in IAPP Form 03 (Evaluation Details). For Assistant Professor or lower rank, only one (1) Xerox copy of the aforestated documents may be submitted.
6. Cut-off dates for all documents, which are stamped and certified true copy by HRMD, are as follows:
 - i. For 1st semester evaluation - May 31
 - For 2nd semester evaluation – October 31
 - For summer evaluation – March 31
7. The coordinator evaluates the credentials and recommends appropriate rank using Form 02 (Faculty Evaluation for Promotion) and Form 03 (Evaluation Details).
8. The College/School Coordinator submits one set of the documents to the IAPP Chair.
9. The other set will be reviewed by the College/School Coordinator for presentation in the meeting to be called by the Chair.
10. Ten (10) sets of Form 03 (Evaluation Details) must be copied for distribution to the panel members.
11. Deliberation of the documents is conducted and recommended rank for promotion is decided based on the 2005 Revised ISRP.
12. The two folders are returned to the College/School Coordinator so that corrections, if any, will be applied, particularly on Form 02 (Faculty Evaluation for Promotion) and Form 03 (Evaluation Details). Additional documents may also be required.
13. Once the recommendations made by the panel are complied with, the two folders (containing the corrected copies) are submitted to the IAPP Chair. The notations made by the College/School Coordinator on Form 03 (Evaluation Details) must be returned to facilitate checking of documents, vis-à-vis, compliance to panel recommendations.
14. The chair schedules a meeting for further deliberation of the documents and/or signing of IAPP Form 02 (Faculty Evaluation for Promotion).
15. IAPP submits its recommendation, consisting of Form 02 (Faculty Evaluation for Promotion, duly signed by all members), Form 03 (Evaluation Details) and Form 05 (Summary of Faculty Evaluation for Promotion), to OVCAA for proper action.
16. A copy of the recommendation is furnished to the College/School Coordinator(s) and HRMD Head.



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17. OVCAA endorses its recommendation to the APC (Academic Planning Committee) for deliberation.

18. APC endorses its recommendation to the Chancellor.

19. For Assistant Professor or lower rank:

- a. The Chancellor endorses the application to BOR for approval.

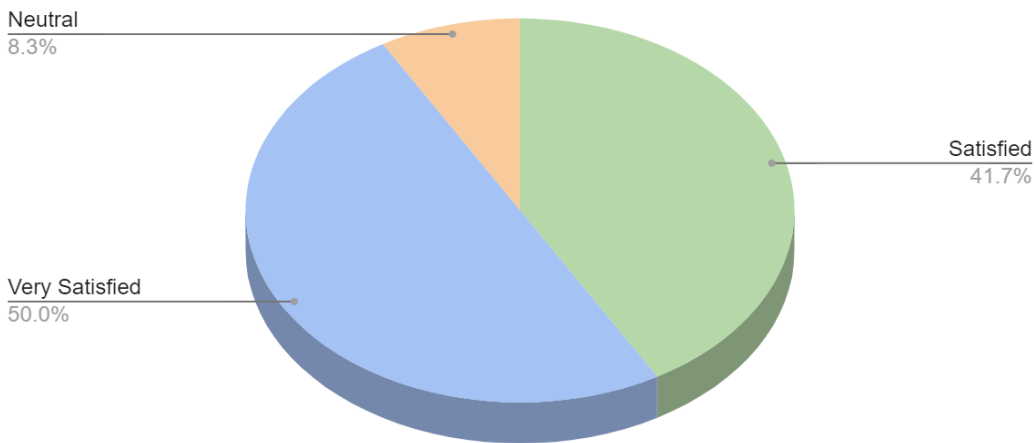
20. For Associate Professor or higher rank:

- a. The Chancellor endorses the documents to the Chair of Cluster B, USAPP (University System Academic Promotion Panel) tasked to evaluate faculty members from MSU-IIT and MSU-Naawan.
- b. Members of Cluster B, USAPP evaluate the documents. Corrections are duly noted. The documents are returned to OC/OVCAA.
- c. OC/OVCAA endorses the documents to the College/School IAPP Coordinator who then instructs the applicant to apply the corrections.
- d. The documents, with due compliance to panel recommendations, particularly on Form 03 (Evaluation Details) reproduced in three (3) copies, together with three (3) copies of Form 14 (Faculty Evaluation for Promotion) are submitted to OC/OVCAA, which then endorses the same to Cluster B, USAPP.
- e. Members of Cluster B, USAPP, sign Form 14 (Faculty Evaluation for Promotion) and endorse their recommendations, together with the set of documents, to the MSUS Technical Panel for further deliberation.
- f. MSUS Technical Panel submits its recommendation to the MSUS President.
- g. The MSUS President endorses the recommendation to BOR for approval.

3. OUTCOMES

The overall satisfaction of faculty members with their position in the College is generally positive.

Overall level of satisfaction with position in the College





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4. BEST PRACTICES

The institute recognizes meritorious performance and outstanding achievements of a faculty. A faculty member who has attained significant achievement or has demonstrated exemplary performance is given due recognition through evaluation for rank promotion.

The implementing guidelines and procedures pertaining to ranking and promotion is sufficiently detailed which can enable the faculty to plan one's career path in the Institute.

As additional compensation to employees, the Provident Fund Program was designed. It is a retirement plan for all eligible employees of MSU - Iligan Institute of Technology which aims to supplement the benefits given by the GSIS to the Institute employees upon retirement, voluntary resignation or separation from the service for causes not their fault, or in case of death prior to retirement, to their dependents. The Provident Fund Program benefits include retirement, disability, death, resignation or dismissal benefits and dividend.



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Parameter E – Faculty Development

1. SYSTEM-INPUTS AND PROCESSES

- Present the BOR/BOT Approved Guidelines on Faculty Development Program.
- Present the Institutions’ approved PRE (Programs’ Responsibility Expenditure) where the allocated budget for Faculty Development is listed and included.

Section VI. Fellowship Grants of the Faculty Handbook guides the Academic Faculty on the Institute Faculty Development Program that the College adheres to.

2. IMPLEMENTATION

Towards a Higher Degree (Doctoral/Master’s)

Name of Faculty	Degree Program to be Pursued	Schedule/Yr. (inclusive)	School to enroll in	Funding Source
CRISOSTOMO, RENATO V.	PhD CS	2021-2024		
DINAWANAO, DANTE D.	PhD CS	2020-2023		
LLANTOS, ORVEN E.	PhD CS (on-going)	2017-2020	ADMU	ERDT
MACALISANG, HAROUN ARC P.	PhD CS	2024-2027		
MAULANA, MALIKEY M.	PhD CS	2027-2030		
MONTEMAYOR, JENNIFER JOYCE M.	PhD CS	2027-2030		
OBACH, DARLENE DARYL D.	MSCS (on-going)	2017-2022	DLSU	ERDT
PEREZ, JULIETO E.	PhD CS	2023-2026		
TABANAO, EMILY S.	PhD CS (on-going)	2017-2021	ADMU	CHED
TACULIN, ALQUINE ROY F.	PhD CS (on-going)	2017-2021	ADMU	CHED



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Seminars/Workshop/Training relevant to the Program attended by the Faculty

Seminar/Training	Inclusive Dates	Venue	Sponsor- ing Agency	Faculty- Participant
A. International				
1 st International Conference in Science and Mathematics	Apr 11-13, 2019	MSU-IIT	PRISM	Crisostomo, Renato Montemayor, Jennifer Joyce
PyCon Asia Pacific 2019	Feb 22-24, 2019	Makati City	MSU-IIT	Maulana, Malikey Montemayor, Jennifer Joyce Obach, Darlene Daryl
B. National				
Patent Search and Patent Drafting Writeshop	Aug 05-09, 2019	Cebu City	MSU-IIT	Montemayor, Jennifer Joyce
Conference of the Philippine Network Operators Group (PhNOG)	Jul 17, 2019	Makati City		Dinawanao, Dante
High Performance Computing & Networking Conference (HPCN) 2019	Jul 15-16, 2019	Makati City	MSU-IIT	Dinawanao, Dante
COMPTIA CYBERSECURITY ANALYST+	Feb 18-20, 2019	Pasay City		Llantos, Orven
7th ERDT Congress	Jul 13, 2018	Pasay City		Llantos, Orven
2nd Big Data for Health Workshops and Conference	Jul 10-11, 2018	UPD Philippines		Llantos, Orven E.
Educational Data Mining Workshop	May 28-30, 2018	ADMU, Philippines		Llantos, Orven E.
MoodleMoot Philippines 2018	Apr 26-27, 2018	Manila City		Dinawanao, Dante D.
2018 NRCP Annual Scientific Conference and 85th General Membership Assembly	Mar 14, 2018	Pasay City, Metro Manila		Llantos, Orven E.
Short Course on Big Data by Prof. Jennifer Widom	Jan 23-26, 2018	DLSU, Philippines		Llantos, Orven E.
C# Programming of the Department of Information and Communications Tech (DICT) - National ICT Management Service	Jul 3 - Jul 24, 2017	Quezon City		Maulana, Malikey M.
Orientation-Workshop on RA 10173 and CHED Data Privacy and Protection Guidelines	Apr 28, 2017	Diliman, Quezon City		Dinawanao, Dante D.
NRCP Annual Scientific Conference and 84th General Membership Assembly	Mar 21-23, 2017	Pasay City, Metro Manila		Llantos, Orven E.
Coding Bootcamp	Oct 23-29, 2016	Metro Manila		Crisostomo, Renato V.
Workshop on Computation: Theory and Practice 2016	Sep 20 -23, 2016	University of the Philippines		Dinawanao, Dante D.
Global Diversity Information Facility (GBIF) Data Informatics Training	Jun 19 - Jun 23, 2016	Tagaytay City		Taculin, Alquine Roy F.
18th Philippines Society of Information Technology Educators' National Convention	Feb 24 -28, 2016	Bacolod City		Crisostomo, Renato V. Obach, Darlene Daryl D. Llantos, Orven E. Taculin, Alquine Roy F.



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C. Regional				
Strategic Internationalization Plan Workshop	Sept 24-26, 2019	Balingoan, Misamis Oriental	MSU-IIT	Dinawanao, Dante D.
Final Mentoring Workshop	Jun 3-4, 2019	Cagayan de Oro City	NMCHR D	Crisostomo, Renato V.
Research Proposal Development and Mentoring Workshop	Jun 3-4, 2019	Cagayan de Oro City	NMCHR D	Crisostomo, Renato V.
Government Web Template Training of Trainers	May 6-10, 2019	Cagayan de Oro City		Perez, Julieta E.
Training on National Computer Emergency Response Team Division	Apr 29-30, 2019	Cagayan de Oro City		Perez, Julieta E.
Training on Basic Research Methods	Apr 10-12, 2019	Cagayan de Oro City	NMCHR D	Crisostomo, Renato V.
NRCP Annual Scientific Conference and 86th General Membership Assembly	Mar 11, 2019	Pasay City, Manila		Llantos, Orven E.
Gender Sensitivity Training	Aug 28-30, 2019	Cagayan de Oro City		Perez, Julieta E.
System Wide Curricular Conference	Jul 19 -Jul 23, 2016	General Santos City		Crisostomo, Renato V. Dinawanao, Dante D. Taculin, Alquine Roy F.
Microsoft's Imagine Camp: Mindanao	Jan 27, 2017	Cagayan de Oro City		Llantos, Orven E.
2016 IT Educators' Regional Symposium	Feb 4, 2016	Cagayan de Oro City		Crisostomo, Renato V. Obach, Darlene Daryl D. Llantos, Orven E. Taculin, Alquine Roy F.
D. Local/Institutional				
Cybersecurity in the Age of Digital Disaster	Nov 15, 2016	MSU-IIT		Llantos, Orven E.
Policy Brief Writing Workshop	Oct 13-14, 2016	MSU-IIT		Llantos, Orven E.

**Affiliation in Professional/Scientific Organizations and Honor Societies
Relevant to the Program**

Faculty	Organization/Honor Society	Position
Orven Llantos	Philippine Society of Information Technology Educators ACM	Member
Montemayor, Jennifer	Philippine Society of Information Technology Educators	
Renato Crisostomo	Philippine Society of Information Technology Educators	Member
Emily Tabanao	Philippine Society of Information Technology Educators Computing Society of the Philippines	Member
Darlene Daryl Obach	Philippine Society of Information Technology Educators	Member`
Dante D. Dinawanao	Computing Society of the Philippines	Member

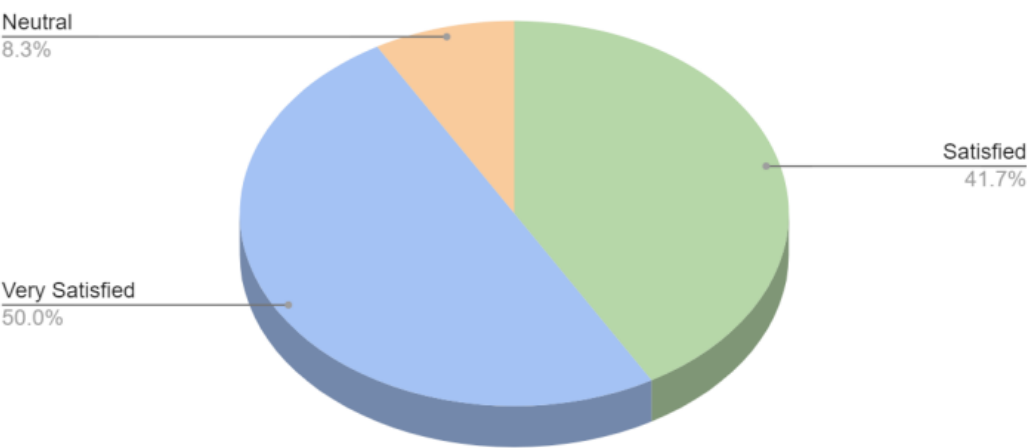


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3. OUTCOMES

Evidence of satisfaction in rank and employment status

Overall level of satisfaction with position in the College



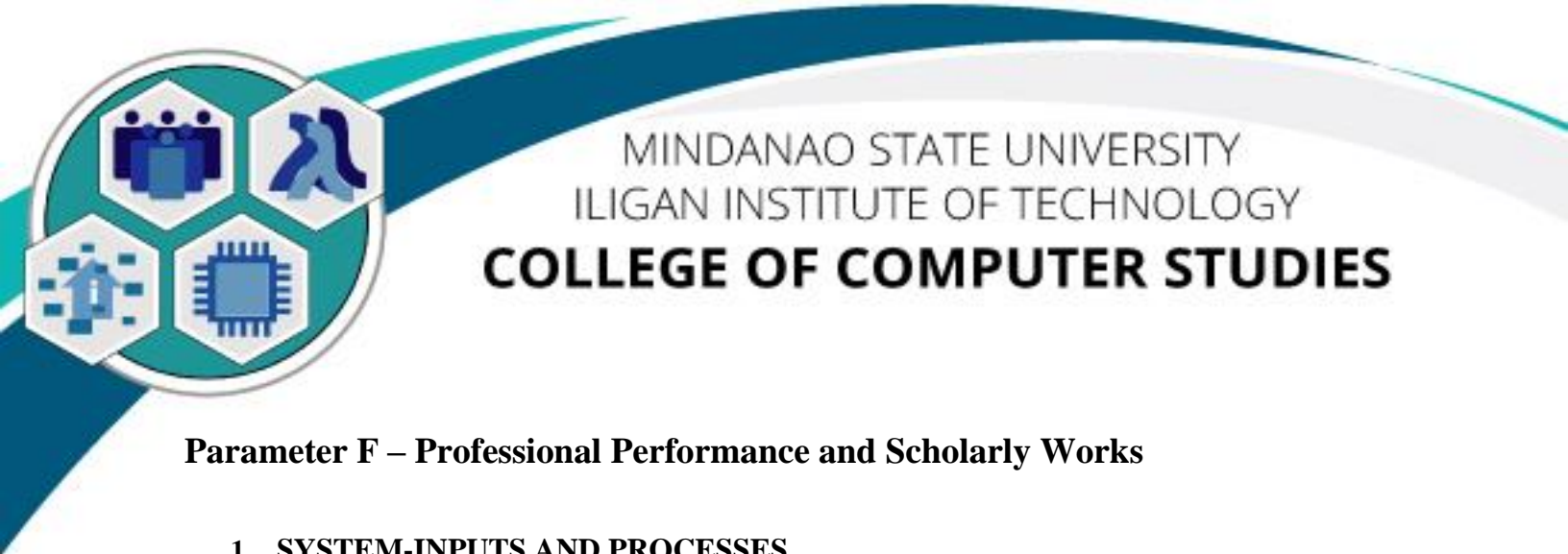
The overall satisfaction of faculty members with their position in the College are generally positive.

4. BEST PRACTICES

The institution has an approved and sustainable Faculty Development Program implemented by the Department.

The College is in full support to the professional growth of the faculty members through attendance to seminars, workshops, trainings, and conferences. The institute also conducts regular in-service trainings. There is active participation in national and international conferences through paper presentations.

The faculty members continue to be on the lookout for scholarship opportunities suitable for their specialization



Parameter F – Professional Performance and Scholarly Works

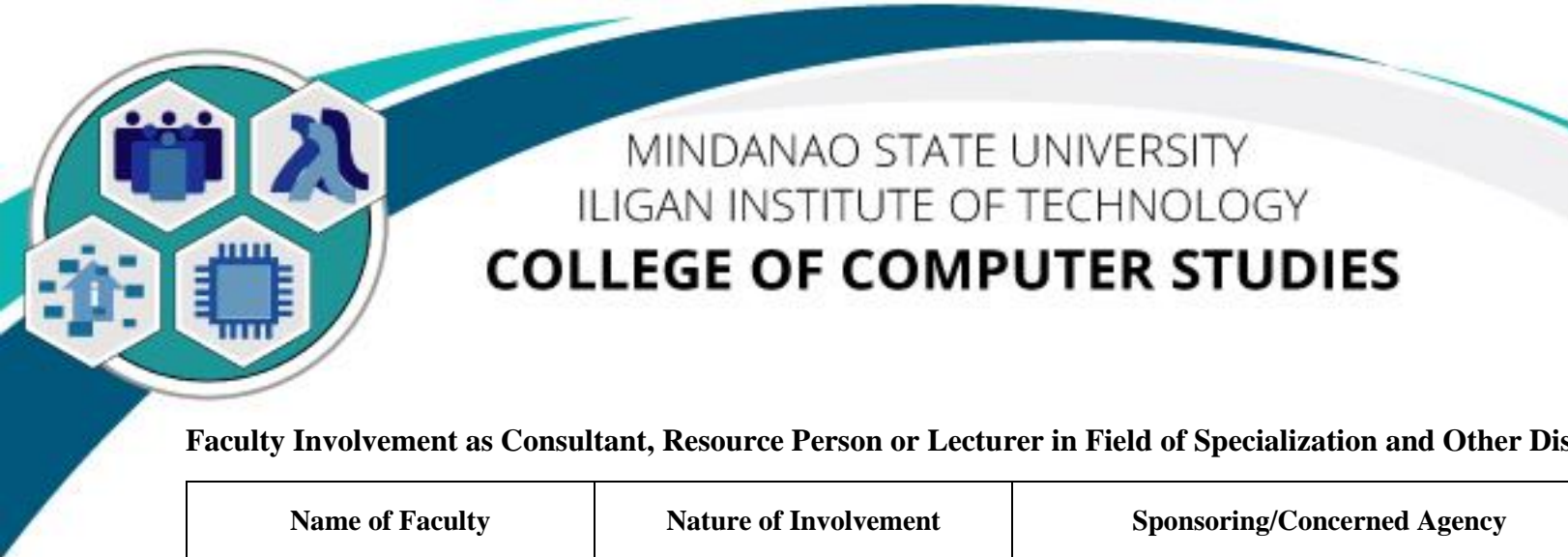
1. SYSTEM-INPUTS AND PROCESSES

To encourage and support Academic Faculty to engage in scholarly works, the Institute provides research grants and incentives. These mechanisms are described in Section VIII. Faculty Privileges (VIII.C.3 Research Grants and VIII.C.4 Research Incentives) of the Faculty Handbook.

2. IMPLEMENTATION

Resources Used and/or Prepared by the Faculty to Enhance Teaching-Learning Process

Name of Faculty	Subject	ICT Resources Utilized	Instructional Materials Used	Relevant Research Findings Adopted
Darlene Daryl Obach	Science, Technology, and Society	LCD projector, Google classroom, Classcraft, Speakers, Personal computer	Presentation slides, Books, Handouts	Classroom Gamification
Malikey Maulana	Software Engineering	LCD projector, Trello, MOLE (Moodle), GitHub, Scrum	Presentation slides, Example software	Agile Methodology
Dante Dinawanao	Human Computer Interaction	LCD projector , G Suite for EDU (Mail, Drive, YouTube), MOLE (Moodle)	Presentation slides, video clips, projector	Project-based learning

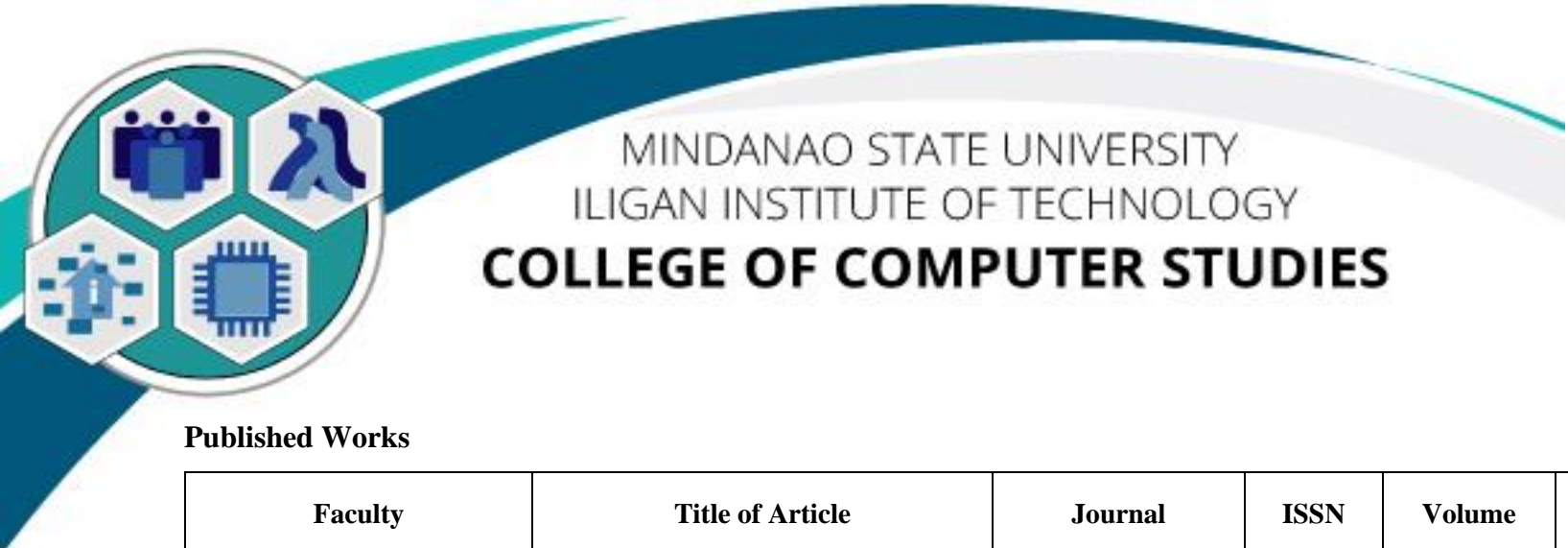


Faculty Involvement as Consultant, Resource Person or Lecturer in Field of Specialization and Other Disciplines

Name of Faculty	Nature of Involvement	Sponsoring/Concerned Agency	Name of Activity
Tabanao, Emily	Panel member	School of Graduate Studies in MSU-IIT	10th Graduate Research Colloquium
	Contributor	Asia-Pacific Society for Computers in Education	APSCE Student Wing 2018
	Efforts & Contribution to the success of the event	Local Organizing Committee of ICCE 2018 Manila	International Conference on Computers in Education 2018
Perez, Julieto	Resource Speaker	College of Computer Studies	Undergraduate Capstone Project
	Resource Speaker	Information Technology Department of MSU-IIT	Cyber security Awareness Training
	Trainer	Information Technology Department MSU-IIT	Technological Literacy Training May 2019
Montemayor, Jennifer Joyce	Resource Speaker	MSU-IIT, DICT	14th Iligan City Computing Fair
	Resource Speaker	Department of Computer Science, MSU-IIT	Software Freedom Day 2016
	Resource Speaker	Department of Computer Applications, MSU-IIT	Lecture Series of College of Computer Studies



Llantos, Orven	Peer Reviewer	Institute of Electrical and Electronics Engineers	IEEE International Conference on Systems, Man, and Cybernetics 2019
	Peer Reviewer	Association for Information Systems	International Conference on Enterprise Information Systems 2019
	Peer Reviewer	Association for Information Systems	International Conference on Enterprise Information Systems 2018
	Resource Speaker	Villa Verde Elementart School, Iligan City	My Eskwela Session during Brigada Eskwela 2019
	Resource Speaker	Doña Josefa F. Celdran Memorial School	My Eskwela Session during Brigada Eskwela 2019
	Keynote Speaker	Division of ILigan City	2018 Division Research Conference
	Presenter	Science Council of Asia	17th Conference of the Science Council of Asia
	Resource Speaker	Philippine Society of Information Technology Educators	PSITE- and CODEH-ITE R10 Regional Convention
	Presenter	Osaka University	WCTP 2016 Workshop on Computation
	Poster Presenter	Engineering Research and Development for Technology	8th ERDT Congress
	Trainer	Saint Vincent's College Engineering Department	Android Programming thru SL4A



Published Works

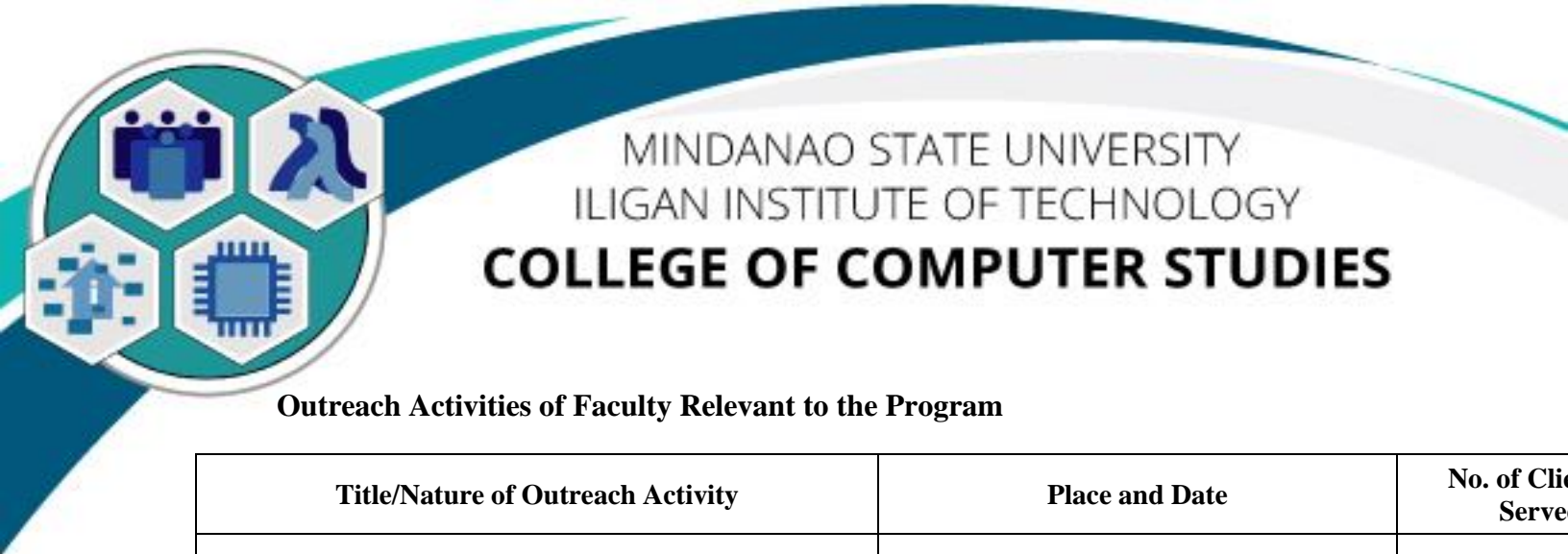
Faculty	Title of Article	Journal	ISSN	Volume	Issue No.	Date Published	Publisher	Extent of Circulation
Llantos, Orven E.	Discovering Instructional Leadership as a Driver through Mediated Learning in a Social Learning Management System	ERDT Conference Proceedings				2019	ERDT	
Tabanao, Emily	Ibigkas!: The Iterative Development of a Mobile Collaborative Game for Building Phonemic Awareness and Vocabular	Computer-Based Learning in Context		1	5	2019	University of Pennsylvania	
Crisostomo, Renato V. Montemayor, Jennifer Joyce M.	Feature Selection in Classification using Binary Max-Min Ant System with Differential Evolution	2019 IEEE Congress on Evolutionary Computation	978-1-7281-2152-9			2019	IEEE	
Dinawanao, Dante D. Perez, Julieta E. Tabanao, Emily S.	JEPPY: An Interactive Pedagogical Agent for Novice C++ Programmers	IIRAJ International Conference				2019	International Institute of Research And Journals	



Faculty	Title of Article	Journal	ISSN	Volume	Issue No.	Date Published	Publisher	Extent of Circulation
Dinawanao, Dante D.	Development of a University Financial Data Warehouse and its Visualization Tool	Procedia Computer Science		135		2018	Elsevier B.V	
	Development of a University Financial Data Warehouse and its Visualization Tool	ICCSCI 2018: The 3rd International Conference on Computer Science and Computational Intelligence	Sept 7-8, 2018 Nusantra University, Indonesia					
Taculin, Alquine Roy F.	Comparative Study of Detection-based Algorithms for Tracking Multiple Cars	Proceedings of the 18th Philippine Computing Science Congress	1908-1146			2018	Computing Society of the Philippines	
Montemayor, Jennifer Joyce M.	Feature Selection in Classification using Binary Max-Min Ant System with Differential Evolution	2019 IEEE Congress on Evolutionary Computation (CEC)	June 10-13, 2019 Wellington, New Zealand					
Tabanao, Emily	Investigating the Generalizability of Affect Detectors from Facial Expressions	26th International Conference on Computers in Education	November 26-30, 2018 Bayanihan Center, Philippines					



Faculty	Title of Article	Journal	ISSN	Volume	Issue No.	Date Published	Publisher	Extent of Circulation
Llantos, Orven E.	Discovering Instructional Leadership as a Driver through Mediated Learning in Social Learning Management System	8th ERDT Congress	August 23, 2019, Philippine International Convention Center Pasay City, Metro Manila, Philippines					
Llantos, Orven E.	my.Eskwela: Designing An Enterprise Learning Management System to Increase Social Network and Reduce Cognitive Load	CENTERIS 2018 - International Conference on ENTERprise Information Systems	November 21-23, 2018, Lisbon, Portugal					
Llantos, Orven E.	Initial Design Considerations Using Social Network Analysis for a Social Learning Management System	15th DOST-ERDT Conference and 11th AUN/SEED-Net Regional Conference on Energy Engineering	September 27-28, 2018 Manila Hotel, Manila, Philippines					



Outreach Activities of Faculty Relevant to the Program

Title/Nature of Outreach Activity	Place and Date	No. of Clientele Served	Faculty Involved
Adoption of my.Eskwela in Various Schools of Department of Education, Division of Iligan City	Iligan City, Jun 2019 - Mar 2020		Orven E. Llantos
Digital Literacy Training: An Aid Movement for Digital Sustainability for Out-of-school Youths in Iligan City	Iligan City, Sept 2019-Feb 2020	25	Perez, Juliето
Literacy Training in ICT Tools in Social Media Marketing Among Marginalized Women Youth in Iligan City-Batch 1	Iligan City, Mar 2019 - Aug 2019	30	Perez, Juliето Crisostomo, Renato Montemayor, Jennifer Joyce Obach, Darlene Daryl



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3. OUTCOMES

Evidences of scholarly works

Dante Dinawanao

Associate Professor of Computer Science, [MSU-Iligan Institute of Technology](#)

Verified email at g.msuiit.edu.ph - [Homepage](#)

Concurrent Programming Parallel and Distributed Co... Computer Networks
Operating Systems

ARTICLES CITED BY CO-AUTHORS

TITLE	CITED BY	YEAR
Development of a University Financial Data Warehouse and its Visualization Tool EVF Lapura, JKJ Fernandez, MJK Pagatpat, DD Dinawanao Procedia Computer Science 135 (ICCSCI 2018), 587-595	7	2018
Binary Cycle Strings for Cloud-Based Real-Time Systems OE Llantos, DD Dinawanao Workshop on Computation: Theory and Practice, 117-129	1	2016
WebSurge: A Profile-Based Stress Testing Tool with Distributed User Agents for Web Applications M de la Cruz, J Labrador, D Dinawanao Journal of Computational Innovations and Engineering Applications 1 (1), 75-84	1	2016
Student-centred e-Learning Course in Mathematics Utilizing an Open Source Learning Management System JCD Canoy, AT Buan, ME Lahoylahoy, DD Dinawanao Learning Science and Mathematics Together (LeSMaT) In a Borderless World ...	1	2016
Design and Implementation of Student-Centered Assessment in Blended Learning Classroom JCD Canoy, AT Buan, ME Lahoylahoy, DD Dinawanao JOURNAL OF EDUCATION KHON KAEN UNIVERSITY 39 (2), 23-34	1	2016
Parallel Ant Colony Optimization on the University Course-Faculty Timetabling Problem in MSU-IIT Distributed Application in Erlang/OTP EB Ugat, JJM Montemayor, MAN Manlimos, DD Dinawanao GSTF Journal on Computing (JoC) 1 (4)	1	2014



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Emily S. Tabanao

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[Affective Computing](#) [Affect Detection from Facial...](#) [Educational Datamining](#)

[ARTICLES](#) [CITED BY](#) [CO-AUTHORS](#)

TITLE	CITED BY	YEAR
Affective and behavioral predictors of novice programmer achievement MMT Rodrigo, RS Baker, MC Jadud, ACM Amarra, T Dy, ... Proceedings of the 14th annual ACM SIGCSE conference on Innovation and ...	113	2009
Predicting at-risk novice Java programmers through the analysis of online protocols ES Tabanao, MMT Rodrigo, MC Jadud Proceedings of the seventh international workshop on Computing education ...	92	2011
Analyzing online protocols to characterize novice java programmers MMT Rodrigo, E Tabanao, MBE Lahoz, MC Jadud Philippine Journal of Science 138 (2), 177-190	34	2009
Identifying at-risk novice java programmers through the analysis of online protocols ES Tabanao, MMT Rodrigo, MC Jadud Philippine Computing Science Congress, 1-8	22	2008
Monitoring novice programmer affect and behaviors to identify learning bottlenecks MMT Rodrigo, R Baker, E Tabanao Philippine Computing Society Congress, 1-7	8	2009
Ibigkas!: The Iterative Development of a Mobile Collaborative Game for Building Phonemic Awareness and Vocabular MMT Rodrigo, J Ocumpaugh, WD Diy, M Moreno, M De Santos, N Cargo, ... Computer-Based Learning in Context 1 (1), 28-42	4	2019



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Associate Professor of Computer Science, [MSU-Iligan Institute of Technology](#)

Verified email at g.msuiit.edu.ph

[Database](#) [Software Engineering](#) [Data Science](#) [Social Network Analysis](#)
[Cloud Computing](#)

[ARTICLES](#) [CITED BY](#) [PUBLIC ACCESS](#) [CO-AUTHORS](#)

TITLE	CITED BY	YEAR
Evolution of Social Networks in a Social Learning Management System O Llantos, MRJ Estuar ERDT National Conference (ENC) 2020, 137-138		2020
Characterizing Instructional Leader Interactions in Social Learning Management System using Social Network Analysis O Llantos, MRJ Estuar Procedia Computer Science 160 (2019), 149-156	12	2019
Discovering Instructional Leadership as a Driver through Mediated Learning in a Social Learning Management System O Llantos, MRJ Estuar 8th Engineering Research and Development for Technology (ERDT) Congress		2019
my.Eskwela: Designing An Enterprise Learning Management System to Increase Social Network and Reduce Cognitive Load O Llantos, MRJ Estuar Procedia Computer Science 138 (C), 595-602	2	2018
Initial Design Considerations Using Social Network Analysis for a Social Learning Management System OE Llantos, MRJ Estuar 15th DOST Engineering Research and Development for Technology Conference		2018
PARTICLE SWARM OPTIMIZATION TRAINED NEURAL NETWORK FOR MEDICAL DIAGNOSIS O Llantos, E Limpin, M Pellerin, E Pates Department of Science and Technology-National Research Council of the ...		2018



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Alquine Roy F. Taculin

[FOLLOW](#)

Department of Computer Science, MSU-Iligan Institute of Technology
Verified email at g.msuiit.edu.ph

[Graph Theory](#) [Algorithms](#) [Transportation Computing](#)

ARTICLES CITED BY CO-AUTHORS		
TITLE	CITED BY	YEAR
PROJECT SIGAW: A COMMUNITY-BASED INCIDENT REPORTING AND MAPPING USING GOOGLE MAPS JEAA Escorial, RQ Lavilles, ARF Taculin Innovatus 2 (1), 71-76		2019
Comparative Study of Detection-based Algorithms for Tracking Multiple Cars ARF Taculin, K Teknomo 18th Philippine Computing Science Congress, 185-190		2018
ICT Adoption in Health: The Case of Field Health Information System in Iligan City Health District and Oroquieta Inter-Local Health Zones RQ Lavilles, ARF Taculin, C Jondonero, AT Roxas 14th National Conference on Information Technology Education (NCITE 2016 ...		2016
Utilization of Health Information for Policy Formulation, Priority Setting and Resource Allocation in Iligan City and Oroquieta Inter-local Health Zones to Meet National Health ... AT Roxas, CD Jondonero, ARF Taculin, RQ Lavilles Mindanao Forum		2015
Using molecular algorithm in keystroke dynamics ARF Taculin, DM Abuhan, JRB Cruz, ML Santos, RV Crisostomo 2014 International conference on computer, communications, and control ...	1	2014
Implementing “dama” Game Using Parallel Search AL Huilar, ARF Taculin Asia-Pacific Journal of Science, Mathematics and Engineering (APJSME) 2 (1 ...		2014

4. BEST PRACTICES

Research projects and activities undertaken by the faculty members are aligned with research agenda and priorities of the Institute and thrusts of the national government.



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Parameter G – Salaries, Fringe Benefits, and Incentives

1. SYSTEM-INPUTS AND PROCESSES

The National Budget Circular No. 461 prescribing the rules and regulations governing the implementation of the revised compensation and position classification plan for Faculty positions in SUCs is being adhered to in the Institute. The prevailing salary of Academic Faculty has been in accordance with the Executive Order No. 201, s.2016: “Modifying the Salary Schedule for Civilian Government Personnel and Authorizing the Grant of Additional Benefits for Both Civilian and Military and Uniformed Personnel.

2. IMPLEMENTATION

1.1 System of compensating and rewarding the faculty on basis of faculty salary rates, other benefits and mode of overload teaching compensation

1.1.1 Basis of the faculty salary rates

Full-time permanent and contractual members of the faculty shall receive compensation in accordance with schedules as reflected in the management, operational, qualification standards and other manuals approved by the Board of Regents and other approved resolutions.

Lectures shall be paid per contact hours of actual service in accordance with schedules as reflected in the management, operational, qualification standard and other manuals approved by the Board of Regents and other approved resolutions.

Faculty occupying position of academic leadership, such as dean, assistant dean, coordinators, and chairpersons of academic units shall be deemed as faculty first and shall be compensated on the basis of their academic ranks.

1.1.2 Faculty Privileges (leaves, tuition privileges and etc.)

Leaves (Univ. Code, Chapter 13)

- Summer Vacation Leave. Teacher’s leave shall be granted to faculty members who do not normally perform administrative functions. It shall consist of vacation and sick leaves, neither of which shall be cumulative. Faculty without administrative functions shall enjoy two months summer vacation leave for each academic year to be taken during the regular vacation period, in addition to the usual Christmas vacation leave, and fifteen (15) days sick leave in one academic year, neither of which shall be cumulative
- Maternity /Paternity Leave. Maternity leave shall be granted to female employees in accordance with existing laws, rules and regulations. Married male employee whose legitimate spouse has delivered a child or suffered a miscarriage shall be granted a paternity leave in accordance with RA 8187.



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- Cumulative Leave (Vacation and Sick Leaves). Cumulative leave shall be granted to members of the faculty who perform administrative functions which are necessary in the management of the affairs of the Institute and its units. The privilege shall only be granted when the assignment carries an official designation or appointment lasting at least one academic year. Computation of vacation leave and sick leave shall be made on the basis of one day vacation and one day sick leave for every 22 days of actual service.

Faculty members who are engaged in assignments which involve reporting for work beyond the normal office hours, and which prevent them from taking advantage of the teacher's vacation leave, both conditions being certified by the appropriate Dean or Director, may enjoy cumulative leave status.

- Leave Without Pay. Leave of absence without pay not to exceed one year at a time shall be granted for a good cause, the absence to be timed in advance so as not to interfere with the work of the Institute.
- Sabbatical Leave. Sabbatical leave for a period not exceeding one year (BOR Res. No. 143, s. 1989) may be granted to any faculty member from the rank of Associate Professor and above who has served the University for a minimum of six (6) years of continuous teaching immediately preceding the filing of application, to encourage study, investigation and research and to improve his/her competence for service to the University. Sabbatical leave may be enjoyed more than once in the entire service of the faculty; provided, that succeeding sabbatical leaves may be granted only after serving another six (6) years after termination of the previous sabbatical leave.
The following are the privileges of a faculty on a sabbatical leave:
 - i. full salary corresponding to his/her leave
 - ii. free round-trip transportation from place of origin to destination and back.
 - iii. Advanced enhancement of salary equivalent to three (3) months of service (Art. 175 as amended by BOR No. 43, s. 1989).

A maximum of two (2) faculty members shall be granted to every college in a given year.

Tuition Privileges for the Faculty Members:

Members of the faculty, shall have the privilege of enrolling in the University for not more than six (6) units a semester in courses beneficial to their regular work in the University, subject to the approval of the President or his/her representative (Art. 232, Univ. Code).

Any faculty member studying in the Institute is entitled to 50% discount on the tuition for the course in which he/she is enrolled (BOR No. 163, s. 2004).



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Permission to enroll in more than six units a semester may be granted depending on individual merits of each case. However, the full rate of fee shall be applied to the units in excess of 6 units (Art. 233, Univ. Code).

For Spouses, Children and Other Dependents:

A faculty member's spouse enrolled in any unit of the University shall be entitled to 50% tuition discount (Art. 114, Univ. Code).

Children and/or other dependents (brothers and sisters) of faculty members shall be entitled to full tuition privileges upon enrolling in any unit of the University, subject to the following conditions (Art. 113, Univ. Code).

Husband and wife who are both faculty with five children and a combination of four children and one dependent.

Married faculty – four children or a combination of three children and one dependent.

Each faculty member, regardless of civil status - one child and a brother or a sister at any one time.

A dependent is entitled to a 25% discount on tuition fees under the special programs except the general education night program (BOR Res. 163, S. 2004).

Training, Research and Travel Grants/Incentives

- a. Study Grants.** APDP grantees will receive a monthly stipend of P 8,000.00 (BOR Res. No. 264, s. 2010), a book allowance (P3,000/semester for master's, P5,000/semester for doctorate) and a thesis allowance (P20,000 for Master's, P40,000 for Doctorate). The release of 50% of thesis allowance shall be made upon approval of research proposal.
- b. Travel Grants**
 - Local travel. A faculty member who travels to present a paper (both oral and poster) shall be granted full privileges.
 - Foreign travel. A faculty member who travels to present paper (both oral and poster) shall be granted either official or partial privileges. For partial privileges, local travel and per diem to include three (3) days before and after travel will be subsidized provided it is covered by a special order duly signed by the Chancellor.
- c. Research Grants**

A research duly approved and funded by the University entitles the Faculty researcher to an honorarium prescribed by the Department of Science and



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Technology and those provided by the National Compensation Circular 75 for the conduct of research and extension projects. As faculty researcher, he/she shall also enjoy deloading in accordance with BOR Res. No. 168, s. 1990 and an insurance coverage of P25,000 chargeable against the project fund. (BOR Res. No. 95, s. 1994)

Privileges

- An allowance of 20% of the total compensation upon submission and approval/renewal of the proposal.
- Additional 40% upon submission of interim/progress report/output based on the approved work plan.
- Final 40% upon submission and acceptance of the final report/project.

Research Incentives

Best Paper Award. All R & E grantees shall be required to submit scientific/technical papers on the research and extension project outputs that shall be eligible for awards per BOR Res. No. 88, s. 1994. The awards are as follows:

Award Category	Cash Prize
1 Most Outstanding Research	P 50,000 each
2 Outstanding Research in Pure & Applied Sciences	30,000 each
3 Outstanding Research in Basic & Applied Social Sciences & the Humanities	30,000 each
4 Most Relevant & Useful Research	20,000 each
5 Commendable Research	10,000 each

Special Award of P10, 000, subject to availability of funds, shall be awarded to any R & E output published in an international refereed journal.

Special Awards. Cash incentives shall be awarded to any R & D outputs published in the refereed journal of the following categories:

1. National	
i. authorship of an article in a national journal	P 5,000.00
2. International	
i. authorship of an article in an international refereed journal (ISI)	40,000.00
ii. authorship of a book of international circulation	20,000.00
iii. authorship of a chapter in a book of international circulation	10,000.00
iv. authorship of a paper in a non-ISI refereed journal of international circulation	5,000.00



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1.1.3 Mode of overload teaching compensation

The compensation of overload pay shall be on a semestral basis during which faculty member should have a total equivalent teaching load exceeding 18 units to merit overload pay.

Overload pay for regular programs is 2,000 per unit per semester;

Overload rates for special programs is 2,000/unit/semester

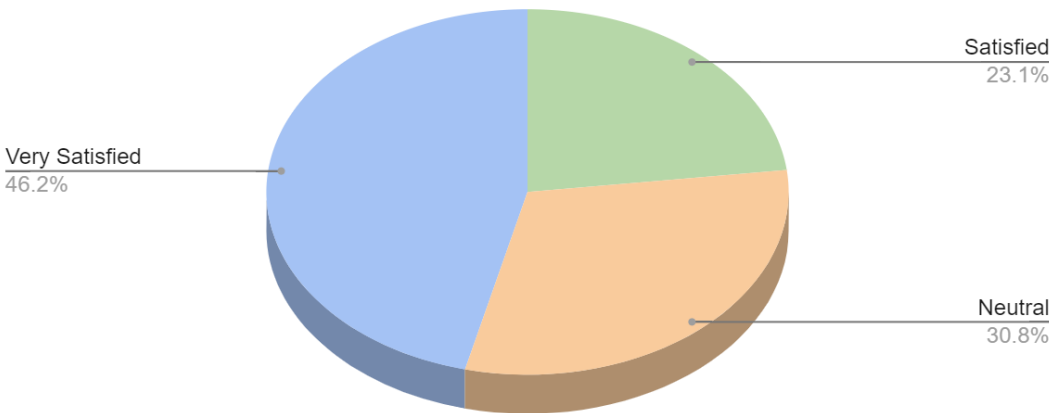
Fringe Benefits Granted to the Faculty in the Last 3-5 Years

Fringe Benefits	CY 2014	CY 2015	CY 2016	CY 2017	CY 2018
	Amount Granted	Amount Granted	Amount Granted	Amount Granted	Amount Granted
Clothing Allowance	5,000	5,000	5,000	5,000	6,000
Annual CNA Incentive	20,700	19,750	23,000	22,400	25,000
Productivity Enhancement Incentive	5,000	5,000	5,000	5,000	5,000
Cash Gift	5,000	5,000	5,000	5,000	5,000
Anniversary Bonus					3,000
Performance Based Bonus (PBB)	7,000				

3. OUTCOMES

Evidence of satisfaction on salaries, rewards and benefits

Level of satisfaction with each of the following [Salary/wages for the work I do]

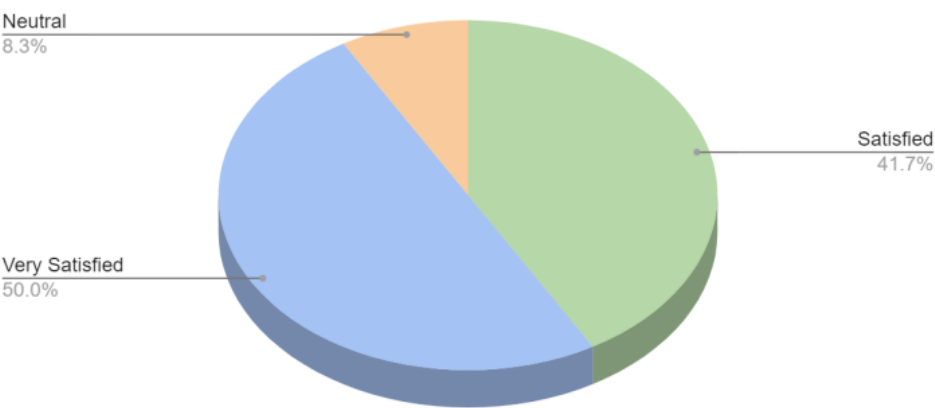


The overall satisfaction of the faculty members with regards to the salaries, rewards, and benefits they receive shows that they are satisfied.



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Overall level of satisfaction with position in the College



4. BEST PRACTICES

A system of annual incentives and rewards is established in order to motivate and inspire faculty members to uphold the highest standards of ethics. Incentives were given to those who were able to publish their work. Recognition is also given during Charter Day celebration.



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Parameter H – Professionalism

1. SYSTEM-INPUTS AND PROCESSES

- Present the Institutional Guidelines/Policies on Work Ethics, Attendance in Classes, submission of Academic Reports and Decorum.
- Present legal documents that contain policies on professionalism adopted by the Institution (RA 6713 & Code of Ethics of the Profession).

The Academic Faculty of the Institute is as prescribed in the Faculty Handbook to be aware and adhere to the RA No. 6713 or the Code of Conduct and Ethical Standards for Public Officials and Employees. Academic freedom is afforded to the Faculty such that the he/she has the right to teach the subject, publish the result of one's research and express one's convictions in his/her field of specialization. As stipulated in the Faculty Handbook, the MSU Code of Governance, approved under BOR Resolution No. 92, S.1998, provides the faculty, research and extension service personnel to conduct academic and scholarly inquiry without prior restraint or subsequent punishment.

2. IMPLEMENTATION

2.1 System of supervision of faculty performance in the preparation of instructional materials, formulating, updating, and enriching of syllabi, class preparation, testing and evaluation of learning outcomes and other faculty-related activities (e.g. OJT, practicum, RLE, off-campus teaching, etc.)

2.1.1 Formulating, updating and enriching of syllabi

Syllabus revision is a regular function /responsibility of the faculty members spearheaded by the department chairpersons. A schedule is set for the purpose where each department chair calls for a meeting and faculty members teaching the same subject are grouped together to review the syllabi and agree on: (1) the topics to be included; (2) arrangement of topics; (3) references needed (4); and (5) course requirements following a prescribed format. Upon completion, the syllabi are signed by the teachers, department chairperson and the dean.

Syllabi are expected to be ready a week before the start of classes. At times the College may conduct a workshop on syllabi-making.

2.1.2 Class preparation

During the Deans' Meeting, semestral preparations are discussed. The Assistant Dean attends to the preparation such as the Teaching Loads from the Dept. Chairs. The data such as teaching assignments, consultation hours, and room assignments are monitored, minimum number of students, number of preparations, and overloads are monitored.



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The Department chairpersons are expected to monitor their teachers. Teachers are reminded to check the Certificate of Registration of students during their first meeting and to admit only those who have completed the registration process.

2.1.3 Actual teaching

During the Deans' Meeting, semestral preparations are discussed. The Assistant Dean attends to the preparation such as the Teaching Loads from the Dept. Chairs. The data such as teaching assignments, consultation hours, and room assignments are monitored, minimum number of students, number of preparations, and overloads are monitored.

The Department chairpersons are expected to monitor their teachers. Teachers are reminded to check the Certificate of Registration of students during their first meeting and to admit only those who have completed the registration process.

2.1.4 Testing

Because evaluation is an integral part of every teaching-learning situation, faculty members avail/employ a variety of techniques to determine if learning took place. Teachers are encouraged to vary their evaluation tools to meet the varying needs of students and also in consideration of their multiple intelligences and learning styles.

3. OUTCOMES

Faculty members are guided and ensure that the mandate on instruction, research, extension, and community involvement – in pursuit of quality education – are fulfilled. The rating of students, peers and supervisors or chairpersons as collated in the Teaching Efficiency Rating reflect the professionalism of the Faculty of the Program.

4. BEST PRACTICES

The Teaching Efficiency Rating serves as feedback not only on the conduct of one's teaching but also with one's commitment to the profession. During this pandemic where there are not face to face classes, TER evaluation is conducted using the Online Teaching Efficiency Rating (OLTER) facility available through my.msuiit account.

There is an active participation during college/department meetings as well as university activities. Assigned tasks are completed on time with the submission of required reports. Moreover, faculty members are productive in using official time during trainings and other relevant activities.

With the department's plan, everyone gets a chance to grow professionally through continuing studies.



**EXTENT of COMPLIANCE with the Team Recommendations for
Area II – Faculty in the last Survey Visit**

**Summary of Findings and Recommendations for Area II (Faculty) during
the 1st Survey on October 24 to 26, 2019**

A. Recommendations

- 1) It is highly recommended that integration of values and work ethics, Gender and Development Issues and interfacing relevant research findings and new knowledge be carried out in the teaching-learning process.
- 2) If possible, faculty may be given only four (4) or less course/subject preparations for them to perform effectively and efficiently their related and mandated functions. Hiring of additional regular faculty may ensure minimal preparation.
- 3) It is encouraged to orient the new faculty of an updated Faculty Manual. Regular dissemination of the policies and guidelines in the Faculty Manual set proper directions on the exercise of duties and responsibilities required of the faculty.
- 4) It is highly desirable for the faculty to join professional/scientific organizations as an opportunity to continuously upgrade their knowledge and enhance their competence in their field of specialization.

B. Present the Summary of Ratings on the quantitative assessment on Area II

	Total	Area Mean
Area II: Faculty	177	3.85 (PSV)



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Status of Compliance Matrix Area II on interventions done on the recommendations

Recommendations	Actions Taken	Status of Compliance
Integration of values and work ethics, Gender and Development issues and interfacing relevant research findings and new knowledge in the teaching-learning process	<ul style="list-style-type: none">• GRITalks• Inclusion in syllabus the mapping of program outcomes (embedded with GAD and course objectives)	https://docs.google.com/spreadsheets/d/1qiTnsuNCwXeIftPiGwl2PthBsY0HbrhayW0tlt4GWyo/edit?usp=sharing
Faculty may be given only four (4) or less course/subject preparation	<ul style="list-style-type: none">• Policy on loading• The Computer Science Faculty members continue to be designated to serve as administrators of different Responsibility Centers of the University	<p>Policy on loading https://drive.google.com/file/d/1GM7inHYTzXSg7jEy0zhQrOBxU5fep0ld/view?usp=sharing</p> <p>Faculty Load Report: https://drive.google.com/drive/folders/1Vc514CAR4rhrrs_FbB6R5Qkr7X9-6wYw9?usp=sharing</p>
Regular orientation of the faculty with an updated Faculty manual	<ul style="list-style-type: none">• Updates through e-mail and open forum, and organized Kapihan of the OVC Administration and Finance	https://www.msuiit.edu.ph/announcements/detail.php?id=1091&fbclid=IwAR3ec1du05qsSVvOue1eZuAQPFMJcf_B0_IBaLMcRphLN5x2-0GwILM4AeQ
Membership of faculty in professional/scientific organization	<ul style="list-style-type: none">• Issuance of reminder, extend invitation, e.g., NRCP• Institutional membership	<p>Institutional membership https://drive.google.com/file/d/1f4lDDXXqK_l1DTwjmIJAO0i6oNNVReGv/view?usp=sharing</p> <p>Individual membership https://drive.google.com/drive/folders/1pqbkYto5afuGTW7GZC4DV9WTvD730LTl?usp=sharing</p>



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