



PRELIMINARY SURVEY VISIT

AREA II:

FACULTY

D. RANK AND TENURE

D.1. POLICIES ON RANK AND TENURE, INCLUDING PERTINENT BOARD RESOLUTION

This document outlines the university's policies on rank and tenure, including relevant board resolutions, to ensure transparent and consistent faculty appointment and promotion practices.

5.4.2 Appointment

The precise terms and conditions of every appointment shall be stated in writing. In case of non-renewal of a probationary appointment, the person concerned shall be informed in writing at least sixty days before the termination date. Any appointment with tenure may be terminated by resignation, retirement, or removal for cause/major offense, after following the necessary procedure (The Revised Administrative Code of 1987 on the Civil Service Commission, Chapter 7, Section 47).

If a faculty member is appointed as USM President, he/she loses his/her faculty rank. However, if it is a designation, he/she retains his/her faculty rank. This is without prejudice to a possible appointment to a fallback faculty position as the Board of Regents may decide.

5.4.3. Promotion

5.4.3.1. The USM Promotion Policies are the following:

5.4.3.1.1. A faculty member may be considered for promotion to a higher faculty rank/sub-rank on the basis of the minimum requirements (education, training, experience, and DYCAS scores) of the position, including performance rating (IPCR) of at least Very Satisfactory during the last two (2) rating periods.

5.4.3.1.2. In cases where the potential and performance of two or more faculty members are comparatively at par, preference shall be given to the candidate in the department where the vacancy exists or if the promotion will result to a significant improvement of a particular department's faculty profile.

5.4.3.1.3. Whenever possible and through promotions, each academic department should have at least one faculty member belonging to the professorial ranks as an indicator of a strong faculty profile.

5.4.3.1.4. The filing and pendency of an administrative case against a faculty member shall not constitute a disqualification from promotion. A faculty member may be disqualified from promotion if found guilty as stipulated in the 2017 RACCS.

5.4.3.1.5. Promotion within six (6) months prior to compulsory retirement shall not be allowed except as otherwise provided by law.

5.4.3.1.6. Faculty positions are exempted from the three-salary grade limitation on promotion.

5.4.3.1.7. A faculty member who is on local or foreign scholarship or training grant or on maternity leave or on secondment may be considered for promotion.

For this purpose, the performance ratings to be considered shall be the two ratings immediately prior to the scholarship or training grant or maternity leave or secondment.

If promoted, the effectivity date of the promotional appointment, including those on secondment, shall be after the scholarship or training grant or maternity leave or upon assumption to duty.

5.4.3.1.8. Promotions may be considered to faculty members who obtained a significant score in the Dynamic Candidates Assessment System (DYCAS) but shall put mechanism placing premium to qualified next-in-rank.

5.4.3.1.9. In the case of professorial appointments, candidates should pass the Productivity and Results-Oriented Framework for Sustained and Impactful Scholarship (PROFESS) System as defined herein. The Linang Tao Academy shall provide support in the formulation of the professorial portfolio through an appropriate course or coaching session.

5.4.3.1.10. Non-teaching insider staff of the university may be transferred and/or promoted to a vacant faculty position of an equivalent rank or higher, provided that the personnel concerned satisfies the minimum requirements as stated in Section 6 of this Merit Selection Plan with significant DYCAS and PROFESS scores, whichever is applicable. He/she must have completed a SINTIDO course appropriate for the faculty position

5.4.3.2. The USM Promotion Procedure are as follows:

5.4.3.2.1. The HRMDO upon approval of the President shall cause the publication and posting of all vacant positions or ranks to be filled indicating the campus and the differentiated career pathway.

5.4.3.2.2. The HRMDO through its HR Analytics team shall cause continuous evaluation of faculty members and interested insider non-teaching staff incorporated in the DYCAS using the data from the Learning and Performance Journal (LEAPER), Strategic Performance Management System (SPMS), learning and development activities, Gawad Ulan sa Serbisyong Mahusay (Gawad USM) from January to December of the year prior to the promotional ranking.

5-4-3.2.3. The HRMDO Data Analytics team shall generate DYCAS scores using the following criteria:

Assessment Domain	Point Allocation	Assessment Strategies
Potential of the Candidate		
Ability	30	Competency demonstration, Learning Agility mainly data from Linang Tao L&D Management System
Aspiration	30	Motivational Factors and Behavioral Drivers mainly data from the Learning and Performance Journal
Engagement	30	Current and Future Engagement Capital as observed in the workplace mainly data from the Learning and Performance Journal
Performance of the Candidate		
IPCR Score	30	Strategic, Routine, Support Functions, Untargeted IPCR Success Indicators from the Strategic Performance Management System (SPMS)
Individual contribution to unit performance	30	Contribution to OPCR Success Indicators; contribution to university performance in AO25, crisis and disruption management; complaints and conflict resolution; sustainable development goals; licensure examination success contribution factor
Exemplary Performance	30	PROFESS Innovation Performance; Gawad USM Nomination Scores; Institutional Performance and Awards

5.4.3.2.4. The possible upward movement through ranks shall be dependent on the DYCAS scores of the evaluation year as follows:

Potential Score		Sub-rank steps					
	76-90	3	4	4	5	5	6
	61-75	3	3	4	4	5	5
	46-60	2	3	3	4	4	5
	31-45	2	2	3	3	4	4
	16-30	1	2	2	3	3	4
	0-15	0	1	2	2	3	3
		0-15	16-30	31-45	46-60	61-75	76-90
		Performance Score					

5-4.3.2.5. Candidates, who upon DYCAS evaluation reached the professorial ranks shall be subject to PROFESS accreditation on the different career pathways of his choosing: (i) Teaching and Learning, (ii) Research and Discovery, (iii) Extension and Service Engagement, (iv) Innovation and Industry Practice, (v) Institutional Leadership, (vi) Knowledge Integration.

5.4.3.2.6. Those who did not pass the PROFESS accreditation shall be considered for Associate Professor V or Professor VI, as the case maybe for Professors and University Professor items respectively.

5.4.3.2.7. The Faculty Selection Board shall rank the candidates based on the DYCAS and PROFESS scores and submit the results to the University President/ Board of Regents for decision. The ranking shall be normalized according to current salary grade, target salary grade, and DYCAS steps using the following formula:

$$\text{Normalized rank} = (\text{Current SG} + \text{DYCAS steps}) / \text{Target SG}$$

5.4.3.2.8. Candidates are informed of the results of the evaluation through the HRMDO after the appointment is made by the President or Board of Regents, as the case maybe.

5.4.3.2.9. Promotional appointments to Instructor II to Instructor III, Assistant Professor I to IV shall be done by the USM President and to be confirmed by the Board of Regents. Promotional appointments to University/ College Professor, Professor I to VI, and Associate Professor I to V shall be done by the Board of Regents.

5.4.3.2.10. All promotional appointments of positions/ranks shall be posted in conspicuous places throughout the USM to enable aggrieved parties to file

their protest within fifteen (15) days from the date of notice of the promotion.

5.5. Reclassification

5.5.1. Reclassification is a form of staffing modification and/or position classification action which is applied only when there is substantial change in the regular duties and responsibilities of the position. This may result in a change in the regular duties and responsibilities of the position attributes: position title, level and/or salary grade. A faculty member may be considered for reclassification to a higher faculty rank/sub-rank on the basis of the minimum requirements set forth by the Department of Budget and Management (DBM) and Commission on Higher Education (CHED) or other competent authorities.

5.5.2. The filing and pendency of an administrative case against a faculty member shall not constitute a disqualification from reclassification.

5.5.3. A faculty member who is on local or foreign scholarship or training grant or on maternity leave or on secondment may be considered for reclassification. If considered for reclassification, the effectivity date of the upgrading appointment, except those on secondment, shall be effective upon the approval of the Notice of Organization, Staffing, and Compensation Action (NOSCA) by the Department of Budget and Management (DBM). In the case of secondment, the effectivity shall be upon resumption of duty at USM.

5.5.4. The manner reclassification shall conform to the process as stipulated in the Joint Circular 3 series of 2022 of DBM and CHED.

5.6. Faculty Career Journey Map

The Faculty Career Journey Map illustrates how a faculty navigates his/her career from Instructor to Professor. It included activities and processes of performance management, rewards and recognition, learning and development, recruitment, selection, placement, and talent bank through the Dynamic Candidates Assessment System. Using this framework, the Faculty Merit Selection Plan shall be developed that is complementary with the new CHED-DBM guidelines on Reclassification.



BOARD OF REGENTS

AN EXCERPT FROM THE MINUTES OF THE 149th REGULAR MEETING OF THE
USM GOVERNING BOARD ON 06 OCTOBER 2022 AT THE MICROTREL BY
WYNDHAM, DILIMAN, QUEZON CITY

TEACHING APPOINTMENTS WITH SALARY GRADE 18 AND BELOW

Resolution No. 121 Series of 2022

Confirming twenty-three (23) teaching appointments with Salary Grade 18 and below subject to availability of funds and the existing government accounting and auditing rules and regulations and as certified by the Office of Human Resource Management and Development and recommended by the University Promotion Board, to wit:

A. Original Teaching Appointments for Instructor I position (8)

	Name	Position	Salary Grade
1	Jamaica L. delos Reyes	Instructor I	12
2	Jainah Rose F. Gubac	Instructor I	12
3	Lalyn N. Cabauatan	Instructor I	12
4	Bona Abigail H. Husain	Instructor I	12
5	Maria Angelica Balungay	Instructor I	12
6	Sandra A. Nanding	Instructor I	12
7	Ray-Hannah G. Makakena	Instructor I	12
8	Shyrill D. Ogoc	Instructor I	12

B. Promotional Teaching Appointments for various positions (10)

	Name	Position	Salary Grade
1	Vicente T. delos Reyes	Assistant Professor II	16
2	Rebecca T. Ragonton	Assistant Professor II	16
3	Rayhana A. Sugadol	Assistant Professor II	16
4	Metchie Ann C. Logronio	Assistant Professor II	16
5	Neil Pep Dave N. Sumaya	Assistant Professor II	16
6	Ryan Z. Gonzaga	Assistant Professor II	16
7	Marianne I. Meriales	Assistant Professor I	15
8	Cyrelle M. Besana	Assistant Professor I	15
9	Michelle P. Pomares	Assistant Professor I	15
10	Nor-aine M. Corpuz	Assistant Professor I	15

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JAMELLA C. MANGIGING
Administrative Assistant III
USM, Kabacan, Cotabato

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"UNITY IN DIVERSITY AND
SUSTAINABLE DEVELOPMENT IN
MINDANAO THROUGH QUALITY AND RELEVANT EDUCATION."



BOARD OF REGENTS



**MINUTES OF THE 153rd REGULAR BOARD MEETING OF THE
USM GOVERNING BOARD HELD ON OCTOBER 26, 2023
AT CHED – HEDC BUILDING, QUEZON CITY and
VIA ZOOM TELECONFERENCE**

PRESENT:

Hon. RONALD L. ADAMAT, PhD PD Commissioner, CHED	- Chairperson
Hon. FRANCISCO GIL N. GARCIA, PhD President, USM	- Vice-Chairperson
Hon. FRANCIS O. ESCUDERO Chairperson, Senate Committee on Education, Culture and Arts Represented by: Hon. PALASIG U. AMPANG	- Member
Hon. MARK O. GO Chairman, Committee on Higher and Technical Education Represented by: Cong. MA. ALANA SAMANTHA T. SANTOS	- Member
Hon. TERESITA SOCORRO C. RAMOS Regional Director, NEDA XII	- Member
Hon. JONALD L. PIMENTEL President, USM Faculty Association	- Member
Hon. PAUL JOHN B. ONGCOY President, USM Alumni Association	- Member
Hon. RAMON N. FLORESTA Private Sector Representative	- Member

Absent:

1. Hon. SAMMY P. MALAWAN Regional Director, DOST XII	- Member
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Resource Persons:

1. Atty. Mario U. Bello – Legal Affairs consultant
2. Justice James Cundangan – Office of the Solicitor General
3. Atty. Ruben Ayson, Jr - Office of the Solicitor General
4. Atty. Carlos Vincent Trinidad - Office of the Solicitor General

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*Minutes of the 153rd Regular Meeting
USM Governing Board
October 26, 2023
CHED-HEDC Building, Diliman, Quezon City
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Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

BOARD OF REGENTS

MINUTES OF THE 140TH REGULAR MEETING OF THE USM BOARD OF REGENTS HELD ON 03 JULY 2020 AT THE UNIVERSITY OF SOUTHERN MINDANAO (USM) VIA ZOOM

PRESENT:

Dr. RONALD L. ADAMAT Commissioner, CHED	- Chairperson
Dr. FRANCISCO GIL N. GARCIA President, University of Southern Mindanao	- Vice-Chairperson
Hon. JOEL VILLANUEVA Chairperson, Senate Committee on Education, Culture & Arts Represented by: Hon. RALPH RYAN H. RAFAEL	- Member
Hon. MARK O. GO Chairperson, House Committee on Technical & Higher Education Represented by: Hon. JOSE I. TEJADA	- Member
Engr. MAHMUD L. KINGKING OIC Regional Director, DOST XII	- Member
Dir. TERESITA SOCORRO C. RAMOS Regional Director, NEDA XII	- Member
Prof. YVONNE V. SALILING President, USM-MIT Alumni Association	- Member
Dr. GEOFFRAY R. ATOK President, USM Faculty Association	- Member
Atty. REGERICK L. BENITO Private Sector Representative	- Member
Engr. FERNANDO B. SANTANDER Private Sector Representative	- Member

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Minutes of the 140th Regular Meeting
USM Governing Board
03 July 2020
USM, Kabacan, Cotabato (Via Zoom)
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BOARD OF REGENTS

Resolution No. 85

Series of 2020

Approving the Guidelines for Paper Publication and Incentives.

APPROVED

5. Other Matters

a. Merit Promotion for USM Faculty

Dr. Atok presented the matter on the Merit Promotion of USM Faculty with the Assistant Professor IV (SG-18), Assistant Professor II (SG-17) and Instructor 1 (SG-12). He informed the Board that it is a merit promotion based from the BOR approved Merit Selection Guidelines. Hon. Saliling moved for the approval of the matter and was seconded by Hon. Tejada. The Board passed

Resolution No. 86

Series of 2020

Approving the teaching appointments of USM Faculty form merit promotion, subject to availability of funds, existing government rules and regulations and strict compliance with CSC rules and regulations and other pertinent laws; to wit:

Name	Position	Salary Grade
1. Sandra M. Paidomama	Assistant Professor IV	18
2. Marilyn S. Painagan	Assistant Professor IV	18
3. Ellen Joy M. Farala	Assistant Professor IV	18
4. Raphael P. Ortigas	Assistant Professor IV	18
5. Ramil B. Purugganan	Assistant Professor IV	18
6. Esmaira G. Gunsayan	Assistant Professor IV	18
7. Jennet R. Mag-aso	Assistant Professor IV	18
8. Glyn G. Magbanua	Assistant Professor IV	18
9. Faith Buned	Assistant Professor IV	18
10. Monaira Sumael	Assistant Professor II	16

APPROVED

b. Reappointment of Dr. Francisco Gil N. Garcia

The Chair opened the matter on the desired reappointment of Dr. Garcia as the President of the University that will end on January 06, 2021. If ever he is

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03 July 2020
USM, Kabacan, Cotabato (Via Zoom)
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D.2. COPY OF THE MERIT SYSTEM AND PROMOTION PLAN

Copy of the Merit System and Promotion Plan details the criteria and procedures for faculty evaluation, merit increases, and promotion within the university.

**STRATEGIC COMPETENCY-BASED
MERIT SELECTION PLAN
for
FACULTY MEMBERS
of the
UNIVERSITY OF SOUTHERN MINDANAO**

Based on the strategic directions of the university and aligned with its vision and mission, faculty goes beyond the usual instruction function. With the demands of the industry and society, faculty members have to shift paradigms to answer the needs of the society through research, extension, and resource generation.

Pursuant to the provisions of Rule IX of the Omnibus Rules on Appointments and other Human Resource Actions (ORAOHRA) dated June 16, 2017 and revised in July 3, 2018; Item No. 2, Section 7, Book V of Executive Order No. 292, also known as the Administrative Code of 1987; Memorandum Circular No. 38, s. 1993 dated September 10, 1993; and Memorandum Circular No. 40, s. 1998 dated December 14, 1998, CSC Memorandum Circular No. 15, s. 1999, CSC Memorandum Circular No. 03, s. 2001, CSC MC 19 s. 2005 and in consonance with CHED Circulars, DBM Circulars, and the USM Code, this Strategic Merit Selection Plan for Faculty Members of the University of Southern Mindanao (henceforth, to be referred to as the USM Faculty SMSP) is hereby promulgated for the guidance of all concerned.

The first version of this merit selection plan was promulgated on November 20, 2019 through Resolution 114 s 2019 and amended through Resolution 126 s 2020.

On October 18, 2022, CHED and DBM jointly issued Guidelines of the Reclassification of Faculty Positions in State Universities and Colleges (SUCs). Section 3.2 to 3.3 of the CHED-DBM Joint Memorandum Circular 3 s 2022 stipulated a separate "institutional faculty merit and promotion system as approved by the Civil Service Commission". Further, the said reclassification guidelines states that "Faculty who were promoted through the institutional faculty merit and promotion system may still be eligible for reclassification but the credential used for his/her institutional promotion shall no longer earn points". As such, there is a need to promulgate a merit selection plan that considers other accomplishments and criteria not covered by JMC 3 s 2022 but is strategic to the performance of the university. The 2024 Merit Selection Plan shall revise the earlier merit selection plans (BOR Resolutions 114 s 2019 and 126 s 2020).

A copy of the approved USM Faculty Merit Selection Plan shall be furnished the Civil Service Commission Regional Office XII (CSC RO XII) and CSC Field Office – North Cotabato (CSC FO – North Cotabato) to serve as guide for the expeditious approval or attestation of appointments.

**CHAPTER 1
DECLARATION OF POLICY, PRINCIPLES AND OBJECTIVES**

Section 1. In establishing this USM Merit Selection Plan, it is hereby declared to be the policy of the University to adhere to the merit and fitness principle and to uphold professional transparency in the recruitment, promotion, reclassification and other human resource actions of its academic personnel to ensure that justice and fairness are applied to all concerned. The selection of faculty members shall be based on their relative qualifications, competence to perform the duties and responsibilities of

the position, and alignment to the strategic priorities and goals of the University. There shall be no discrimination in the selection of teaching staff on account of age, sex, sexual orientation, gender identity and expression, civil status, disability, religion, ethnicity or political affiliation.

Section 2. The objectives of the USM Merit Selection Plan are as follows:

- a. To establish a well-defined procedure for recruitment, appointment, placement, and promotion of faculty members in the University.
- b. To create and provide opportunities for career advancement of the faculty members who contributed to the organizational performance of the university;
- c. To develop a highly qualified, professional, productive and effective faculty members of the University;
- d. To align faculty members to the strategic directions of the university
- e. To develop highly educated and motivated professional teaching force;

CHAPTER 2 SCOPE

Section 3. This Merit Selection Plan shall apply to the closed career positions of the University. These are positions or ranks in the faculty such as the following:

<u>Faculty Ranks</u>	<u>Sub-Rank</u>
Instructor	I-III
Assistant Professor	I-IV
Associate Professor	I-V
Professor	I-VI
University Professor	

CHAPTER 3 DEFINITION OF TERMS

Section 4. To ensure uniformity of interpretation, the following words or terms used in this System shall be construed to mean as defined:

- a. *Activity Factor* refers to candidate preference to fast-paced, multi-tasking work environments.
- b. *Adaptability Index* refers to the time devoted to learn and adapt new processes in the workplace or even without a formal L&D.
- c. *Allied or related fields or programs to Master's degree* shall be defined by relevant CMOs of CHED on policies, standards, and guidelines.
- d. *Appointing Authority* - the person or body authorized by law to issue appointments.
- e. *Aspiration* refers critical career management behaviors to understand if an employee will rise to a senior and more challenging position and turn that motivation into career success
- f. *Autonomy factor* - candidate is attracted to roles that allow them autonomy in how they execute their responsibilities.
- g. *Behavioral Actions* refer to actions that individuals take that promote career success

- h. *Career Service* – positions in the civil service characterized by (1) entrance based on merit and fitness to be determined as far as practicable by competitive examination or based on highly technical qualifications; (2) opportunity for advancement to higher career positions; and (3) security of tenure.
- i. *CHED CMO PSG* – refers to Commission on Higher Education (CHED) Memorandum Order on Policies, Standards and Guidelines of a particular academic program
- j. *Closed Career Position* – for this purpose, refers to faculty position.
- k. *Competency Standards* – are observable, measurable and vital knowledge, skills and attitudes that are translations of capabilities deemed essential for organizational success. Knowledge is the understanding acquired through learning; skills are the capabilities acquired through practice; and attitudes are beliefs, feelings and values which predispose people to act in certain ways.
- l. *Current engagement capital* refers to employees' emotional and rational commitment based on their perception of past and present experiences showing discretionary effort and performance.
- m. *Dynamic Candidates Assessment System (DYCAS)* – is a system of assessing the potential and performance of a candidate for a position following the nine-box model of recruitment and succession planning.
- n. *Engagement* refers to whether the employee is committed to the organization and sees as the best place to realize their career goals.
- o. *Faculty* – regular plantilla-based set of people of USM appointed to a faculty rank who are directly engaged in teaching, research and extension services.
- p. *Faculty Rank* - the classification of faculty into Professor, Associate Professor, Assistant Professor, and Instructor, which is further classified into sub-ranks pursuant to applicable laws, rules and regulations.
- q. *Flexibility factor* refers to candidate seeks out work environments that allow them more fluid ways of working.
- r. *FSB* – refers to the Faculty Selection Board. This body shall assist the University President in selecting applicants or candidates for recommendation to the governing board, which shall appoint faculty members to positions/ranks.
- s. *Full Timer* – regular faculty members occupying permanent plantilla positions and rendering an equivalent of forty (40) hours of work a week. The 40 hours may consist of academic full load plus quasi-teaching administrative duties (consultation, preparation of lesson, checking of papers, and research, extension services, resource generation).
- t. *Future engagement capital* refers to employees' emotional and rational commitment based on their expectations of their future employment experience showing intent to stay and retention.
- u. *Governing Board* – refers to the highest policy-making body of a chartered SUC. For USM, it is called the Board of Regents (BOR).
- v. *Immersion Factor* refers to how candidate looks for roles that require a personal commitment above the norm
- w. *Insider* – refers to an employee of USM who is interested in joining the faculty or the members of the faculty who are aspiring for promotion.
- x. *Interest factor* refers to candidate looks for roles and assignments that provide variety and stimulation.

- y. *Learning Agility* refers to a personnel's application or demonstration of competencies learned from learning and development activity.
- z. *Learning Curve Index* refers to the average time a personnel demonstrated competencies learned from formal L&D.
- aa. *Merit System* - a personnel system in which comparative merit or achievement governs the selection, utilization, training, retention and discipline of the faculty in USM.
- bb. *Motivational Factors* refer to the inherent drivers that fuel success.
- cc. *Nine-box/grid* refers to the visualization of an individual's position based on potential plotted on the vertical axis and performance plotted on the horizontal axis.
- dd. *Outsider* – refers to an applicant for a faculty position who is not yet employed by USM.
- ee. *Part Timer* – a teaching staff member who is either occupying a regular plantilla position or hired through a contract of service or a job order, whose work is part-time. (A contract of service or job order part timer is not a government employee, as his/her service is not considered government service.)
- ff. *Personnel Action* - any action denoting the movement or progress of personnel in the civil service.
- gg. *Philippine Association of State Universities and Colleges (PASUC)* - the CHED-recognized organization of all chartered SUCs.
- hh. *Power factor* refers to candidate wants the opportunity to exercise, influence and shape how things are done.
- ii. *Qualification Standards* – is a statement of minimum qualifications for a position, which shall include education, experience, training, and physical characteristics and personality traits, required for the performance of the job or set of duties. The civil service eligibility can be dispensed with for appointment to faculty ranks; however, RA 1080 shall be required if the subjects to be taught are covered by bar/board laws.
- jj. *Rank* – refers to academic rank or sub-rank assigned to a member of the faculty after evaluation in accordance with the common criteria and point allocation as may be prescribed from time to time by a duly authorized agency.
- kk. *RDEP* – refers to the research and development, extension, and resource generation function of a faculty member.
- ll. *Reclassification* – involves a change in the classification of a position either as a result of a change in its duties and responsibilities sufficient to warrant placing the position in a different class, or as a result of a reevaluation of a position without a significant change in its duties and responsibilities.
- mm. *Recruitment* - the process of searching for and attracting potential applicants through announcements, assessments and related procedures to select the most qualified applicant for appointment to an appropriate position in the faculty.
- nn. *Selection* - the process of thoroughly screening qualified applicants for certain positions to determine the most qualified among them or to rank them based on their qualifications and professional potentials.
- oo. *SPMS* – or Strategic Performance Management System refers to the performance management system for faculty positions/ranks. It shall be an organized, methodical and standardized system of evaluating the individual performance of faculty members for organizational effectiveness. The Individual Performance and Commitment Rating (IPCR)

Form shall be the tool used to document and evaluate individual performance.

pp. *SUC* – refers to chartered state university and college including USM.

qq. *The University or USM* – refers to the University of Southern Mindanao (USM) with an original charter. It was formerly MIT created by virtue of R.A. No. 763 on June 12, 1952, which was formally opened as a State College on October 1, 1954 under R.A. No. 998 (Enabling Act) signed on June 10, 1954 and converted into a State University under Presidential Decree 1312 issued on March 13, 1978.

rr. *Training Effectiveness* refers to the sustained demonstration of new skills and behavioral indicators attributed from an L&D activity after three months or more.

ss. *Upgrading* – involves the reallocation of the salary grade assignment of positions to a higher salary grade without change in its duties and responsibilities. The term upgrading refers to a class of positions and is not applied in individual cases. A class is upgraded in view of its perceived relative worth as compared to other classes of positions with similar salary grade assignments.

tt. *Using initiative and taking responsibility behavioral action* refers to a candidate's willingness to take calculated risks to realize an opportunity and assume positions of responsibility through which they can coordinate and impact on tasks, projects and objectives.

D.3 PROFILE OF THE FACULTY ACCORDING TO:

D.3.1 APPOINTMENT AND STATUS

The current appointment and status of ISPEAR faculty, detailing their employment conditions and professional standing within the institution.



REPUBLIC OF THE PHILIPPINES
UNIVERSITY OF SOUTHERN MINDANAO
KABACAN, COTABATO



INSTITUTE OF SPORTS, PHYSICAL EDUCATION AND RECREATION

FACULTY PROFILE MATRIX INVOLVED IN THE PROGRAM (CORE FACULTY)

FACULTY	ACADEMIC RANK	EDUCATIONAL ATTAINMENT (MASTERAL/ DOCTORATE)	SCHOOL ENROLLED/GRADUATED FROM	LICENSURE EXAMINATIONS PASSED	LENGTH OF TEACHING EXPERIENCE	FACULTY INVOLVEMENT OR OTHER DESIGNATION	FIELD OF SPECIALIZATION	STATUS OF APPOINTMENT (PERMANENT, TEMPORARY, CONTRACTUAL)	SUBJECTS HANDLED
1. MARTINEZ, NORGE D.	ASSOCIATE PROFESSOR IV	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	30	COLLEGE DEAN	PHYSICAL EDUCATION, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING,	PERMANENT	PATHFIT 4
2. LOPEZ, HELEN GRACE D.	ASSOCIATE PROFESSOR IV	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	UNIVERSITY OF VISAYAS, CEBU CITY	LICENSURE EXAMINATION FOR TEACHERS (LET)	35 YEARS	ISO 7S COORDINATOR	SPORTS AND MANAGEMENT	PERMANENT	PROFESSIONAL PREPARATION, CONTEMPORARY ISSUES OF SPORTS AND FITNESS, MOTIVATION AND GROUP DYNAMICS, PATHFIT, PATHFIT 4
3. TAGARE, RUBEN JR. L.	ASSOCIATE PROFESSOR IV	DOCTOR OF PHILOSOPHY WITH SPECIALIZATION IN PHYSICAL EDUCATION (PHD-PE)	ADAMSON UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS (LET)	7 YEARS	COLLEGE RESEARCH COORDINATOR	SERVICE PHYSICAL EDUCATION, RESEARCH, INJURY PREVENTION	PERMANENT	MOTOR CONTROL, MOVEMENT EDUCATION, APPLIED MOTOR

4. JAVA, MORENO B. JR.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS	30 YEARS	BPED DEPARTMENT CHAIRPERSON	SPORTS AND MANAGEMENT	PERMANENT	PED 02 (ANATOMY AND PHYSIOLOGY OF HUMAN MOVEMENT, PED 03 PHYSIOLOGY OF EXERCISE AND PHYSICAL ACTIVITY, <u>PROFED 421D - PRACTICE TEACHING/TEACHING INTERNSHIP (ELEM, SECONDARY AND TERTIARY)</u> , FSM 13 - EXERCISE PRESCRIPTION AND PROGRAMMING, FSC 01 - BIOMECHANICS
5. ORFRECIO, MARLENE E.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	16 YEARS	RESEARCH COORDINATOR 2 BPED ADVISER ISO INTERNAL AUDITOR ARNIS COACH	PHYSICAL EDUCATION, FIRST AID, SPORTS <u>PSYCHOLOGY</u> , SPORTS AND EXERCISE PHYSIOLOGY	PERMANENT	COORDINATED SCHOOL HEALTH PROGRAM, SPORTS EXERCISE AND PSYCHOLOGY, PHYSIOLOGY OF EXERCISE AND PHYSICAL ACTIVITY, EMERGENCY PREPAREDNESS AND SAFETY MANAGEMENT

6. ARIAS, ELPEDIO A.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS (PBET)	34 YEARS	SIPP COORDINATOR 2 BSESS- FSC CLASS ADVISER 2 BSESS- FSM CLASS ADVISER UNIVERSITY COACH (VOLLEYBALL W)	PHYSICAL EDUCATION, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING	PERMANENT	PATHFIT 4, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING
7. DAGOC, PRISCILLA P.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF VISAYAS	LICENSURE EXAMINATION FOR TEACHERS (LET)	36 YEARS	BSESS CHAIRPERSON, IM COORDINATOR UNIVERSITY COACH (PICKLEBALL M)	PHYSICAL EDUCATION, OFFICIATING SPORTS MANAGEMENT, MASSAGE THERAPY EXTENSION, COACHING	PERMANENT	SPORTS COACHING AND OFFICIATING, SPORTS MANAGEMENT
8. CALIXTRO, MARICHU A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	16 YEARS	UNIVERSITY COACH (DANCESPORTS)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, EXTENSION, AND COACHING	PERMANENT	PATHFIT 3, FOUNDATION OF PHYSICAL EDUCATION, MOTOR CONTROL, MOVEMENT EDUCATION, APPLIED MOTOR
9. SUMERA, EDUARD S.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	SERVICE PE CHAIRPERSON	PHYSICAL EDUCATION, EXTENSION, CHOREOGRAPHER, COACHING	PERMANENT	PE 03, PE 04, PHILOSOPHICAL AND SOCIO- ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL

		(MAED-PE)							EDUCATION, OUTDOOR AND ADVENTURE EDUCATION
10. MANCERA, MARLON A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	UNIVERSITY SPORTS CHAIRPERSON	SWIMMING AND AQUATICS, TEAM SPORTS (ANY OF THE NON- TRADITIONAL SPORTS): ULTIMATE HANDBALL, FOOTBALL, FUTSAL, SEPAK TAKRAW	PERMANENT	PATHFIT, TEAM SPORTS (FOOTBALL, BASKETBALL, ERISBEE), ASSESSMENT OF SPORTS PERFORMANCE
11. AMBROCIO, GLADYS PEARLO.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	14 YEARS	ISPEAR GUIDANCE 4 BSESS FSM AND FSC CLASS ADVISER UNIVERSITY COACH (TABLE TENNIS W)	PHYSICAL EDUCATION, EXTENSION, CURRICULUM, AND COACHING	PERMANENT	PATHFIT 3 AND 4, PHILIPPINE TRADITIONAL DANCES, COORDINATED SCHOOL HEALTH PROGRAM, CURRICULUM AND ASSESSMENT FOR PHYSICAL EDUCATION AND HEALTH EDUCATION, PHILOSOPHICAL AND ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL EDUCATION AND SPORTS, PERSONAL,

									COMMUNITY AND ENVIRONMENTAL HEALTH
12. JAVA, VINUS P.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	PHILIPPINE CHRISTIAN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	EXTENSION COORDINATOR ISO COORDINATOR	PHYSICAL EDUCATION, EXTENSION, COACHING AND OFFICIATING IN TAEKWONDO, DANCE ADJUDICATOR	PERMANENT	MENU OF DANCE, SPORTS, MARTIAL ARTS, GROUP EXERCISES, OUTDOOR AND ADVENTURE ACTIVITIES, ANATOMY AND HUMAN PERFORMANCE, SPORTS ETHICS AND LAW, ATHLETICS/MARTIAL ARTS, MUSCULOSKELETAL OR RESISTANCE TRAINING
13. ELUMBARING, JERUM B.	ASSISTANT PROFESSOR II	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	PROPERTY CUSTODIAN	INDIVIDUAL AND DUAL SPORTS (ANY RACKET SPORTS), AND SPORTS ETHICS AND LAW	PERMANENT	PATHFIT 3, PATHFIT 4, ATHLETICS/MARTIAL ARTS
14. ESTO, JOMAR B.	ASSISTANT PROFESSOR II	DOCTOR OF PHILOSOPHY WITH SPECIALIZATION IN PHYSICAL EDUCATION (PHD-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	9 YEARS	ACCREDITATION COORDINATOR	SPORTS, DANCE AND EDUCATIONAL LEADERSHIP	PERMANENT	PATHFIT 2, PATHFIT 3
15. JANITO, CHEEZE R.	INSTRUCTOR III	MASTER OF ARTS IN EDUCATION	UNIVERSITY OF SOUTHERN MINDANAO	LICENSURE EXAMINATION FOR TEACHERS	5 YEARS	CURRICULUM COORDINATOR	PHYSICAL EDUCATION, EXTENSION	PERMANENT	PREVENTION AND MANAGEMENT OF SPORTS AND

		(MAED) DOCTORATE DEGREE (ON GOING)				FS COORDINATOR	CURRICULUM, COACHING		EXERCISE RELATED INJURIES
16. ABADJEIOS, CRISTINE JOYCE B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER	DANCE AND MANAGEMENT	PERMANENT	PATHFIT 1, PATHFIT 2
17. BUISAN, JESSA S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	17 YEARS	UNIVERSITY CULTURE AND ARTS CHAIRPERSON	PHYSICAL EDUCATION, DANCE ADJUDICATOR, EXTENSION, CHOREOGRAPHER	PERMANENT	PHILOSOPHICAL AND SOCIO-ANTHROPOLOGICAL FOUNDATION OF PHYSICAL EDUCATION AND SPORTS, MOVEMENT EDUCATION
18. ESPONIA, JOANNA CARYL P.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	LOCAL BPED RESEARCH COORDINATOR UNIVERSITY COACH (SEPAK TAKRAW W)	PHYSICAL EDUCATION	TEMPORARY PERMANENT	PATH 1, PATHFIT 3
19. FRANCISCO, JEMIWELL B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LSG ADVISER COLLEGE SPORTS COORDINATOR INFORMATION/PUBLICATION AND DOCUMENTATION COORDINATOR	DANCE, SPORTS AND MANAGEMENT	TEMPORARY PERMANENT	PATHFIT 1, PATHFIT 4

20. LANDAWE, BAE KELLAH KASSANDRA A.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LOCAL BSESS RESEARCH COORDINATOR UNIVERSITY COACH (PENCAK SILAT)	DANCE, PHYSICAL EDUCATION AND MASSAGE THERAPY	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2
21. MACAPASIR, ALAIZAH B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	N/A	PHYSICAL EDUCATION /DANCE	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2, PATHFIT 3
22. NADELA, LARA IVANAH C.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER UNIVERSITY COACH (LAWN TENNIS W)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, COACHING, INDIVIDUAL, DUAL SPORTS, AND TEAM SPORTS	TEMPORARY PERMANENT	PATHFIT 2, PATHFIT 4
23. RICO, GENNIE REY	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	N/A	3 YEARS	SWIMMING COACH	SPORTS	CONTRACT OF SERVICE	PATHFIT 2, SWIMMING AND AQUATICS
24. TAMBAGAN, MARY ANN S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	COLLEGE CULTURE AND ARTS	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 3, PATHFIT 4

		MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)				COORDINATOR UNIVERSITY COACH (KARATEDO)			
25. VIOS, EMMANNULLE E.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION (MAED) (ON-GOING)	CENTRAL MINDANAO COLLEGES	LICENSURE EXAMINATION FOR TEACHERS	6 YEARS	UNIVERSITY COACH (BADMINTON M)	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 2, PATHFIT 4
26. ZAMORA, JAYDMAR P.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	2 YEARS	UNIVERSITY COACH (LAWN TENNIS M)	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 2, PATHFIT 4

D.3.2. ACADEMIC RANK

ISPEAR Faculty arrange according to their academic rank.



REPUBLIC OF THE PHILIPPINES
UNIVERSITY OF SOUTHERN MINDANAO
KABACAN, COTABATO



INSTITUTE OF SPORTS, PHYSICAL EDUCATION AND RECREATION

FACULTY PROFILE MATRIX INVOLVED IN THE PROGRAM (CORE FACULTY)

FACULTY	ACADEMIC RANK	EDUCATIONAL ATTAINMENT (MASTERAL/ DOCTORATE)	SCHOOL ENROLLED/GRADUATED FROM	LICENSURE EXAMINATIONS PASSED	LENGTH OF TEACHING EXPERIENCE	FACULTY INVOLVEMENT OR OTHER DESIGNATION	FIELD OF SPECIALIZATION	STATUS OF APPOINTMENT (PERMANENT, TEMPORARY, CONTRACTUAL)	SUBJECTS HANDLED
1. MARTINEZ, NORGE D.	ASSOCIATE PROFESSOR IV	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	30	COLLEGE DEAN	PHYSICAL EDUCATION, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING,	PERMANENT	PATHFIT 4
2. LOPEZ, HELEN GRACE D.	ASSOCIATE PROFESSOR IV	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	UNIVERSITY OF VISAYAS, CEBU CITY	LICENSURE EXAMINATION FOR TEACHERS (LET)	35 YEARS	ISO 7S COORDINATOR	SPORTS AND MANAGEMENT	PERMANENT	PROFESSIONAL PREPARATION, CONTEMPORARY ISSUES OF SPORTS AND FITNESS, MOTIVATION AND GROUP DYNAMICS, PATHFIT, PATHFIT 4
3. TAGARE, RUBEN JR. L.	ASSOCIATE PROFESSOR IV	DOCTOR OF PHILOSOPHY WITH SPECIALIZATION IN PHYSICAL EDUCATION (PHD-PE)	ADAMSON UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS (LET)	7 YEARS	COLLEGE RESEARCH COORDINATOR	SERVICE PHYSICAL EDUCATION, RESEARCH, INJURY PREVENTION	PERMANENT	MOTOR CONTROL, MOVEMENT EDUCATION, APPLIED MOTOR

4. JAVA, MORENO B. JR.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS	30 YEARS	BPED DEPARTMENT CHAIRPERSON	SPORTS AND MANAGEMENT	PERMANENT	PED 02 (ANATOMY AND PHYSIOLOGY OF HUMAN MOVEMENT, PED 03 PHYSIOLOGY OF EXERCISE AND PHYSICAL ACTIVITY, PROFED 421D - PRACTICE TEACHING/TEACHING INTERNSHIP (ELEM, SECONDARY AND TERTIARY), FSM 13 - EXERCISE PRESCRIPTION AND PROGRAMMING, FSC 01 - BIOMECHANICS
5. ORFRECIO, MARLENE E.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	16 YEARS	RESEARCH COORDINATOR 2 BPED ADVISER ISO INTERNAL AUDITOR ARNIS COACH	PHYSICAL EDUCATION, FIRST AID, SPORTS PSYCHOLOGY, SPORTS AND EXERCISE PHYSIOLOGY	PERMANENT	COORDINATED SCHOOL HEALTH PROGRAM, SPORTS EXERCISE AND PSYCHOLOGY, PHYSIOLOGY OF EXERCISE AND PHYSICAL ACTIVITY, EMERGENCY PREPAREDNESS AND SAFETY MANAGEMENT

6. ARIAS, ELPEDIO A.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS (PBET)	34 YEARS	SIPP COORDINATOR 2 BSESS- FSC CLASS ADVISER 2 BSESS- FSM CLASS ADVISER UNIVERSITY COACH (VOLLEYBALL W)	PHYSICAL EDUCATION, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING	PERMANENT	PATHFIT 4, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING
7. DAGOC, PRISCILLA P.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF VISAYAS	LICENSURE EXAMINATION FOR TEACHERS (LET)	36 YEARS	BSESS CHAIRPERSON, IM COORDINATOR UNIVERSITY COACH (PICKLEBALL M)	PHYSICAL EDUCATION, OFFICIATING SPORTS MANAGEMENT, MASSAGE THERAPY EXTENSION, COACHING	PERMANENT	SPORTS COACHING AND OFFICIATING, SPORTS MANAGEMENT
8. CALIXTRO, MARICHU A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	16 YEARS	UNIVERSITY COACH (DANCESPORTS)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, EXTENSION, AND COACHING	PERMANENT	PATHFIT 3, FOUNDATION OF PHYSICAL EDUCATION, MOTOR CONTROL, MOVEMENT EDUCATION, APPLIED MOTOR
9. SUMERA, EDUARD S.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	SERVICE PE CHAIRPERSON	PHYSICAL EDUCATION, EXTENSION, CHOREOGRAPHER, COACHING	PERMANENT	PE 03, PE 04, PHILOSOPHICAL AND SOCIO- ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL

		(MAED-PE)							EDUCATION, OUTDOOR AND ADVENTURE EDUCATION
10. MANCERA, MARLON A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	UNIVERSITY SPORTS CHAIRPERSON	SWIMMING AND AQUATICS, TEAM SPORTS (ANY OF THE NON- TRADITIONAL SPORTS): ULTIMATE HANDBALL, FOOTBALL, FUTSAL, SEPAK TAKRAW	PERMANENT	PATHFIT, TEAM SPORTS (FOOTBALL, BASKETBALL, ERISBEE), ASSESSMENT OF SPORTS PERFORMANCE
11. AMBROCIO, GLADYS PEARLO.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	14 YEARS	ISPEAR GUIDANCE 4 BSESS FSM AND FSC CLASS ADVISER UNIVERSITY COACH (TABLE TENNIS W)	PHYSICAL EDUCATION, EXTENSION, CURRICULUM, AND COACHING	PERMANENT	PATHFIT 3 AND 4, PHILIPPINE TRADITIONAL DANCES, COORDINATED SCHOOL HEALTH PROGRAM, CURRICULUM AND ASSESSMENT FOR PHYSICAL EDUCATION AND HEALTH EDUCATION, PHILOSOPHICAL AND ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL EDUCATION AND SPORTS, PERSONAL,

									COMMUNITY AND ENVIRONMENTAL HEALTH
12. JAVA, VINUS P.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	PHILIPPINE CHRISTIAN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	EXTENSION COORDINATOR ISO COORDINATOR	PHYSICAL EDUCATION, EXTENSION, COACHING AND OFFICIATING IN TAEKWONDO, DANCE ADJUDICATOR	PERMANENT	MENU OF DANCE, SPORTS, MARTIAL ARTS, GROUP EXERCISES, OUTDOOR AND ADVENTURE ACTIVITIES, ANATOMY AND HUMAN PERFORMANCE, SPORTS ETHICS AND LAW, ATHLETICS/MARTIAL ARTS, MUSCULOSKELETAL OR RESISTANCE TRAINING
13. ELUMBARING, JERUM B.	ASSISTANT PROFESSOR II	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	PROPERTY CUSTODIAN	INDIVIDUAL AND DUAL SPORTS (ANY RACKET SPORTS), AND SPORTS ETHICS AND LAW	PERMANENT	PATHFIT 3, PATHFIT 4 , ATHLETICS/MARTIAL ARTS
14. ESTO, JOMAR B.	ASSISTANT PROFESSOR II	DOCTOR OF PHILOSOPHY WITH SPECIALIZATION IN PHYSICAL EDUCATION (PHD-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	9 YEARS	ACCREDITATION COORDINATOR	SPORTS, DANCE AND EDUCATIONAL LEADERSHIP	PERMANENT	PATHFIT 2, PATHFIT 3
15. JANITO, CHEEZE R.	INSTRUCTOR III	MASTER OF ARTS IN EDUCATION	UNIVERSITY OF SOUTHERN MINDANAO	LICENSURE EXAMINATION FOR TEACHERS	5 YEARS	CURRICULUM COORDINATOR	PHYSICAL EDUCATION, EXTENSION	PERMANENT	PREVENTION AND MANAGEMENT OF SPORTS AND

		(MAED) DOCTORATE DEGREE (ON GOING)				FS COORDINATOR	CURRICULUM, COACHING		EXERCISE RELATED INJURIES
16. ABADJEIOS, CRISTINE JOYCE B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER	DANCE AND MANAGEMENT	PERMANENT	PATHFIT 1, PATHFIT 2
17. BUISAN, JESSA S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	17 YEARS	UNIVERSITY CULTURE AND ARTS CHAIRPERSON	PHYSICAL EDUCATION, DANCE ADJUDICATOR, EXTENSION, CHOREOGRAPHER	PERMANENT	PHILOSOPHICAL AND SOCIO- ANTHROPOLOGICAL FOUNDATION OF PHYSICAL EDUCATION AND SPORTS, MOVEMENT EDUCATION
18. ESPONIA, JOANNA CARYL P.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	LOCAL BPED RESEARCH COORDINATOR UNIVERSITY COACH (SEPAK TAKRAW W)	PHYSICAL EDUCATION	TEMPORARY PERMANENT	PATH 1, PATHFIT 3
19. FRANCISCO, JEMIWELL B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LSG ADVISER COLLEGE SPORTS COORDINATOR INFORMATION/PUBLICATION AND DOCUMENTATION COORDINATOR	DANCE, SPORTS AND MANAGEMENT	TEMPORARY PERMANENT	PATHFIT 1, PATHFIT 4

20. LANDAWE, BAE KELLAH KASSANDRA A.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LOCAL BSESS RESEARCH COORDINATOR UNIVERSITY COACH (PENCAK SILAT)	DANCE, PHYSICAL EDUCATION AND MASSAGE THERAPY	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2
21. MACAPASIR, ALAIZAH B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	N/A	PHYSICAL EDUCATION /DANCE	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2, PATHFIT 3
22. NADELA, LARA IVANAH C.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER UNIVERSITY COACH (LAWN TENNIS W)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, COACHING, INDIVIDUAL, DUAL SPORTS, AND TEAM SPORTS	TEMPORARY PERMANENT	PATHFIT 2, PATHFIT 4
23. RICO, GENNIE REY	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	N/A	3 YEARS	SWIMMING COACH	SPORTS	CONTRACT OF SERVICE	PATHFIT 2, SWIMMING AND AQUATICS
24. TAMBAGAN, MARY ANN S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	COLLEGE CULTURE AND ARTS	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 3, PATHFIT 4

		MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)				COORDINATOR UNIVERSITY COACH (KARATEDO)			
25. VIOS, EMMANNULLE E.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION (MAED) (ON-GOING)	CENTRAL MINDANAO COLLEGES	LICENSURE EXAMINATION FOR TEACHERS	6 YEARS	UNIVERSITY COACH (BADMINTON M)	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 2, PATHFIT 4
26. ZAMORA, JAYDMAR P.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	2 YEARS	UNIVERSITY COACH (LAWN TENNIS M)	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 2, PATHFIT 4

D.4. LIST OF FACULTY ARRANGED ACCORDING TO ACADEMIC RANK

ISPEAR Faculty arrange according to their academic rank.



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UNIVERSITY OF SOUTHERN MINDANAO
KABACAN, COTABATO



INSTITUTE OF SPORTS, PHYSICAL EDUCATION AND RECREATION

FACULTY PROFILE MATRIX INVOLVED IN THE PROGRAM (CORE FACULTY)

FACULTY	ACADEMIC RANK	EDUCATIONAL ATTAINMENT (MASTERAL/ DOCTORATE)	SCHOOL ENROLLED/GRADUATED FROM	LICENSURE EXAMINATIONS PASSED	LENGTH OF TEACHING EXPERIENCE	FACULTY INVOLVEMENT OR OTHER DESIGNATION	FIELD OF SPECIALIZATION	STATUS OF APPOINTMENT (PERMANENT, TEMPORARY, CONTRACTUAL)	SUBJECTS HANDLED
1. MARTINEZ, NORGE D.	ASSOCIATE PROFESSOR IV	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	30	COLLEGE DEAN	PHYSICAL EDUCATION, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING,	PERMANENT	PATHFIT 4
2. LOPEZ, HELEN GRACE D.	ASSOCIATE PROFESSOR IV	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	UNIVERSITY OF VISAYAS, CEBU CITY	LICENSURE EXAMINATION FOR TEACHERS (LET)	35 YEARS	ISO 7S COORDINATOR	SPORTS AND MANAGEMENT	PERMANENT	PROFESSIONAL PREPARATION, CONTEMPORARY ISSUES OF SPORTS AND FITNESS, MOTIVATION AND GROUP DYNAMICS, PATHFIT, PATHFIT 4
3. TAGARE, RUBEN JR. L.	ASSOCIATE PROFESSOR IV	DOCTOR OF PHILOSOPHY WITH SPECIALIZATION IN PHYSICAL EDUCATION (PHD-PE)	ADAMSON UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS (LET)	7 YEARS	COLLEGE RESEARCH COORDINATOR	SERVICE PHYSICAL EDUCATION, RESEARCH, INJURY PREVENTION	PERMANENT	MOTOR CONTROL, MOVEMENT EDUCATION, APPLIED MOTOR

4. JAVA, MORENO B. JR.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS	30 YEARS	BPED DEPARTMENT CHAIRPERSON	SPORTS AND MANAGEMENT	PERMANENT	PED 02 (ANATOMY AND PHYSIOLOGY OF HUMAN MOVEMENT, PED 03 PHYSIOLOGY OF EXERCISE AND PHYSICAL ACTIVITY, <u>PROFED 421D - PRACTICE TEACHING/TEACHING INTERNSHIP (ELEM, SECONDARY AND TERTIARY)</u> , FSM 13 - EXERCISE PRESCRIPTION AND PROGRAMMING, FSC 01 - BIOMECHANICSM
5. ORFRECIO, MARLENE E.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	16 YEARS	RESEARCH COORDINATOR 2 BPED ADVISER ISO INTERNAL AUDITOR ARNIS COACH	PHYSICAL EDUCATION, FIRST AID, SPORTS <u>PSYCHOLOGY</u> , SPORTS AND EXERCISE PHYSIOLOGY	PERMANENT	COORDINATED SCHOOL HEALTH PROGRAM, SPORTS EXERCISE AND PSYCHOLOGY, PHYSIOLOGY OF EXERCISE AND PHYSICAL ACTIVITY, EMERGENCY PREPAREDNESS AND SAFETY MANAGEMENT

6. ARIAS, ELPEDIO A.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS (PBET)	34 YEARS	SIPP COORDINATOR 2 BSESS- FSC CLASS ADVISER 2 BSESS- FSM CLASS ADVISER UNIVERSITY COACH (VOLLEYBALL W)	PHYSICAL EDUCATION, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING	PERMANENT	PATHFIT 4, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING
7. DAGOC, PRISCILLA P.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF VISAYAS	LICENSURE EXAMINATION FOR TEACHERS (LET)	36 YEARS	BSESS CHAIRPERSON, IM COORDINATOR UNIVERSITY COACH (PICKLEBALL M)	PHYSICAL EDUCATION, OFFICIATING SPORTS MANAGEMENT, MASSAGE THERAPY EXTENSION, COACHING	PERMANENT	SPORTS COACHING AND OFFICIATING, SPORTS MANAGEMENT
8. CALIXTRO, MARICHU A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	16 YEARS	UNIVERSITY COACH (DANCESPORTS)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, EXTENSION, AND COACHING	PERMANENT	PATHFIT 3, FOUNDATION OF PHYSICAL EDUCATION, MOTOR CONTROL, MOVEMENT EDUCATION, APPLIED MOTOR
9. SUMERA, EDUARD S.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	SERVICE PE CHAIRPERSON	PHYSICAL EDUCATION, EXTENSION, CHOREOGRAPHER, COACHING	PERMANENT	PE 03, PE 04, PHILOSOPHICAL AND SOCIO- ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL

		(MAED-PE)							EDUCATION, OUTDOOR AND ADVENTURE EDUCATION
10. MANCERA, MARLON A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	UNIVERSITY SPORTS CHAIRPERSON	SWIMMING AND AQUATICS, TEAM SPORTS (ANY OF THE NON- TRADITIONAL SPORTS): ULTIMATE HANDBALL, FOOTBALL, FUTSAL, SEPAK TAKRAW	PERMANENT	PATHFIT, TEAM SPORTS (FOOTBALL, BASKETBALL, ERISBEE), ASSESSMENT OF SPORTS PERFORMANCE
11. AMBROCIO, GLADYS PEARLO.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	14 YEARS	ISPEAR GUIDANCE 4 BSESS FSM AND FSC CLASS ADVISER UNIVERSITY COACH (TABLE TENNIS W)	PHYSICAL EDUCATION, EXTENSION, CURRICULUM, AND COACHING	PERMANENT	PATHFIT 3 AND 4, PHILIPPINE TRADITIONAL DANCES, COORDINATED SCHOOL HEALTH PROGRAM, CURRICULUM AND ASSESSMENT FOR PHYSICAL EDUCATION AND HEALTH EDUCATION, PHILOSOPHICAL AND ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL EDUCATION AND SPORTS, PERSONAL,

									COMMUNITY AND ENVIRONMENTAL HEALTH
12. JAVA, VINUS P.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	PHILIPPINE CHRISTIAN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	EXTENSION COORDINATOR ISO COORDINATOR	PHYSICAL EDUCATION, EXTENSION, COACHING AND OFFICIATING IN TAEKWONDO, DANCE ADJUDICATOR	PERMANENT	MENU OF DANCE, SPORTS, MARTIAL ARTS, GROUP EXERCISES, OUTDOOR AND ADVENTURE ACTIVITIES, ANATOMY AND HUMAN PERFORMANCE, SPORTS ETHICS AND LAW, ATHLETICS/MARTIAL ARTS, MUSCULOSKELETAL OR RESISTANCE TRAINING
13. ELUMBARING, JERUM B.	ASSISTANT PROFESSOR II	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	PROPERTY CUSTODIAN	INDIVIDUAL AND DUAL SPORTS (ANY RACKET SPORTS), AND SPORTS ETHICS AND LAW	PERMANENT	PATHFIT 3, PATHFIT 4, ATHLETICS/MARTIAL ARTS
14. ESTO, JOMAR B.	ASSISTANT PROFESSOR II	DOCTOR OF PHILOSOPHY WITH SPECIALIZATION IN PHYSICAL EDUCATION (PHD-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	9 YEARS	ACCREDITATION COORDINATOR	SPORTS, DANCE AND EDUCATIONAL LEADERSHIP	PERMANENT	PATHFIT 2, PATHFIT 3
15. JANITO, CHEEZE R.	INSTRUCTOR III	MASTER OF ARTS IN EDUCATION	UNIVERSITY OF SOUTHERN MINDANAO	LICENSURE EXAMINATION FOR TEACHERS	5 YEARS	CURRICULUM COORDINATOR	PHYSICAL EDUCATION, EXTENSION	PERMANENT	PREVENTION AND MANAGEMENT OF SPORTS AND

		(MAED) DOCTORATE DEGREE (ON GOING)				FS COORDINATOR	CURRICULUM, COACHING		EXERCISE RELATED INJURIES
16. ABADJEIOS, CRISTINE JOYCE B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER	DANCE AND MANAGEMENT	PERMANENT	PATHFIT 1, PATHFIT 2
17. BUISAN, JESSA S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	17 YEARS	UNIVERSITY CULTURE AND ARTS CHAIRPERSON	PHYSICAL EDUCATION, DANCE ADJUDICATOR, EXTENSION, CHOREOGRAPHER	PERMANENT	PHILOSOPHICAL AND SOCIO-ANTHROPOLOGICAL FOUNDATION OF PHYSICAL EDUCATION AND SPORTS, MOVEMENT EDUCATION
18. ESPONIA, JOANNA CARYL P.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	LOCAL BPED RESEARCH COORDINATOR UNIVERSITY COACH (SEPAK TAKRAW W)	PHYSICAL EDUCATION	TEMPORARY PERMANENT	PATH 1, PATHFIT 3
19. FRANCISCO, JEMIWELL B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LSG ADVISER COLLEGE SPORTS COORDINATOR INFORMATION/PUBLICATION AND DOCUMENTATION COORDINATOR	DANCE, SPORTS AND MANAGEMENT	TEMPORARY PERMANENT	PATHFIT 1, PATHFIT 4

20. LANDAWE, BAE KELLAH KASSANDRA A.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LOCAL BSSE RESEARCH COORDINATOR UNIVERSITY COACH (PENCAK SILAT)	DANCE, PHYSICAL EDUCATION AND MASSAGE THERAPY	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2
21. MACAPASIR, ALAIZAH B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	N/A	PHYSICAL EDUCATION /DANCE	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2, PATHFIT 3
22. NADELA, LARA IVANAH C.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER UNIVERSITY COACH (LAWN TENNIS W)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, COACHING, INDIVIDUAL, DUAL SPORTS, AND TEAM SPORTS	TEMPORARY PERMANENT	PATHFIT 2, PATHFIT 4
23. RICO, GENNIE REY	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	N/A	3 YEARS	SWIMMING COACH	SPORTS	CONTRACT OF SERVICE	PATHFIT 2, SWIMMING AND AQUATICS
24. TAMBAGAN, MARY ANN S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	COLLEGE CULTURE AND ARTS	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 3, PATHFIT 4

		MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)				COORDINATOR UNIVERSITY COACH (KARATEDO)			
25. VIOS, EMMANNULLE E.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION (MAED) (ON-GOING)	CENTRAL MINDANAO COLLEGES	LICENSURE EXAMINATION FOR TEACHERS	6 YEARS	UNIVERSITY COACH (BADMINTON M)	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 2, PATHFIT 4
26. ZAMORA, JAYDMAR P.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	2 YEARS	UNIVERSITY COACH (LAWN TENNIS M)	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 2, PATHFIT 4

4. JAVA, MORENO B. JR.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS	30 YEARS	BPED DEPARTMENT CHAIRPERSON	SPORTS AND MANAGEMENT	PERMANENT	PED 02 (ANATOMY AND PHYSIOLOGY OF HUMAN MOVEMENT, PED 03 PHYSIOLOGY OF EXERCISE AND PHYSICAL <u>ACTIVITY</u> , <u>PROFED 421D</u> - PRACTICE TEACHING/TEACH ING INTERNSHIP (ELEM, SECONDARY AND TERTIARY), FSM 13 - EXERCISE PRESCRIPTION AND PROGRAMMING, FSC 01 - BIOMECHANICSM
5. ORFRECIO, MARLENE E.	ASSOCIATE PROFESSOR III	DOCTOR OF EDUCATION MAJOR IN PHYSICAL EDUCATION (EDD-PE)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	16 YEARS	RESEARCH COORDINATOR 2 BPED ADVISER ISO INTERNAL AUDITOR ARNIS COACH	PHYSICAL EDUCATION, FIRST AID, SPORTS <u>PSYCHOLOGY</u> , SPORTS AND EXERCISE PHYSIOLOGY	PERMANENT	COORDINATED SCHOOL HEALTH PROGRAM, SPORTS EXERCISE AND PSYCHOLOGY, PHYSIOLOGY OF EXERCISE AND PHYSICAL ACTIVITY, EMERGENCY PREPAREDNESS AND SAFETY MANAGEMENT

6. ARIAS, ELPEDIO A.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE)	SOUTHWESTERN UNIVERSITY	PROFESSIONAL BOARD EXAMINATION FOR TEACHERS (PBET)	34 YEARS	SIPP COORDINATOR 2 BSESS- FSC CLASS ADVISER 2 BSESS- FSM CLASS ADVISER UNIVERSITY COACH (VOLLEYBALL W)	PHYSICAL EDUCATION, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING	PERMANENT	PATHFIT 4, OFFICIATING, SPORTS MANAGEMENT EXTENSION, COACHING
7. DAGOC, PRISCILLA P.	ASSOCIATE PROFESSOR II	MASTER OF SCIENCE IN PHYSICAL EDUCATION (MS-PE) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF VISAYAS	LICENSURE EXAMINATION FOR TEACHERS (LET)	36 YEARS	BSESS CHAIRPERSON, IM COORDINATOR UNIVERSITY COACH (PICKLEBALL M)	PHYSICAL EDUCATION, OFFICIATING SPORTS MANAGEMENT, MASSAGE THERAPY EXTENSION, COACHING	PERMANENT	SPORTS COACHING AND OFFICIATING, SPORTS MANAGEMENT
8. CALIXTRO, MARICHU A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	16 YEARS	UNIVERSITY COACH (DANCESPORTS)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, EXTENSION, AND COACHING	PERMANENT	PATHFIT 3, FOUNDATION OF PHYSICAL EDUCATION, MOTOR CONTROL, MOVEMENT EDUCATION, APPLIED MOTOR
9. SUMERA, EDUARD S.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	SERVICE PE CHAIRPERSON	PHYSICAL EDUCATION, EXTENSION, CHOREOGRAPHER, COACHING	PERMANENT	PE 03, PE 04, PHILOSOPHICAL AND SOCIO- ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL

		(MAED-PE)							EDUCATION, OUTDOOR AND ADVENTURE EDUCATION
10. MANCERA, MARLON A.	ASSISTANT PROFESSOR IV	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	UNIVERSITY SPORTS CHAIRPERSON	SWIMMING AND AQUATICS, TEAM SPORTS (ANY OF THE NON- TRADITIONAL SPORTS): ULTIMATE HANDBALL, FOOTBALL, FUTSAL, SEPAK TAKRAW	PERMANENT	PATHFIT, TEAM SPORTS (FOOTBALL, BASKETBALL, ERISBEE), ASSESSMENT OF SPORTS PERFORMANCE
11. AMBROCIO, GLADYS PEARLO.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN TEACHING- HUMAN KINETICS (MAT-HK) DOCTORATE DEGREE (ON GOING)	SOUTHWESTERN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	14 YEARS	ISPEAR GUIDANCE 4 BSESS FSM AND FSC CLASS ADVISER UNIVERSITY COACH (TABLE TENNIS W)	PHYSICAL EDUCATION, EXTENSION, CURRICULUM, AND COACHING	PERMANENT	PATHFIT 3 AND 4, PHILIPPINE TRADITIONAL DANCES, COORDINATED SCHOOL HEALTH PROGRAM, CURRICULUM AND ASSESSMENT FOR PHYSICAL EDUCATION AND HEALTH EDUCATION, PHILOSOPHICAL AND ANTHROPOLOGICAL FOUNDATIONS OF PHYSICAL EDUCATION AND SPORTS, PERSONAL,

									COMMUNITY AND ENVIRONMENTAL HEALTH
12. JAVA, VINUS P.	ASSISTANT PROFESSOR III	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	PHILIPPINE CHRISTIAN UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	19 YEARS	EXTENSION COORDINATOR ISO COORDINATOR	PHYSICAL EDUCATION, EXTENSION, COACHING AND OFFICIATING IN TAEKWONDO, DANCE ADJUDICATOR	PERMANENT	MENU OF DANCE, SPORTS, MARTIAL ARTS, GROUP EXERCISES, OUTDOOR AND ADVENTURE ACTIVITIES, ANATOMY AND HUMAN PERFORMANCE, SPORTS ETHICS AND LAW, ATHLETICS/MARTIAL ARTS, MUSCULOSKELETAL OR RESISTANCE TRAINING
13. ELUMBARING, JERUM B.	ASSISTANT PROFESSOR II	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	14 YEARS	PROPERTY CUSTODIAN	INDIVIDUAL AND DUAL SPORTS (ANY RACKET SPORTS), AND SPORTS ETHICS AND LAW	PERMANENT	PATHFIT 3, PATHFIT 4, ATHLETICS/MARTIAL ARTS
14. ESTO, JOMAR B.	ASSISTANT PROFESSOR II	DOCTOR OF PHILOSOPHY WITH SPECIALIZATION IN PHYSICAL EDUCATION (PHD-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	9 YEARS	ACCREDITATION COORDINATOR	SPORTS, DANCE AND EDUCATIONAL LEADERSHIP	PERMANENT	PATHFIT 2, PATHFIT 3
15. JANITO, CHEEZE R.	INSTRUCTOR III	MASTER OF ARTS IN EDUCATION	UNIVERSITY OF SOUTHERN MINDANAO	LICENSURE EXAMINATION FOR TEACHERS	5 YEARS	CURRICULUM COORDINATOR	PHYSICAL EDUCATION, EXTENSION	PERMANENT	PREVENTION AND MANAGEMENT OF SPORTS AND

		(MAED) DOCTORATE DEGREE (ON GOING)				FS COORDINATOR	CURRICULUM, COACHING		EXERCISE RELATED INJURIES
16. ABADJEIOS, CRISTINE JOYCE B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER	DANCE AND MANAGEMENT	PERMANENT	PATHFIT 1, PATHFIT 2
17. BUISAN, JESSA S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS (LET)	17 YEARS	UNIVERSITY CULTURE AND ARTS CHAIRPERSON	PHYSICAL EDUCATION, DANCE ADJUDICATOR, EXTENSION, CHOREOGRAPHER	PERMANENT	PHILOSOPHICAL AND SOCIO-ANTHROPOLOGICAL FOUNDATION OF PHYSICAL EDUCATION AND SPORTS, MOVEMENT EDUCATION
18. ESPONIA, JOANNA CARYL P.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	LOCAL BPED RESEARCH COORDINATOR UNIVERSITY COACH (SEPAK TAKRAW W)	PHYSICAL EDUCATION	TEMPORARY PERMANENT	PATH 1, PATHFIT 3
19. FRANCISCO, JEMIWELL B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LSG ADVISER COLLEGE SPORTS COORDINATOR INFORMATION/PUBLICATION AND DOCUMENTATION COORDINATOR	DANCE, SPORTS AND MANAGEMENT	TEMPORARY PERMANENT	PATHFIT 1, PATHFIT 4

20. LANDAWE, BAE KELLAH KASSANDRA A.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS AND 11 MONTHS	LOCAL BSESS RESEARCH COORDINATOR UNIVERSITY COACH (PENCAK SILAT)	DANCE, PHYSICAL EDUCATION AND MASSAGE THERAPY	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2
21. MACAPASIR, ALAIZAH B.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	N/A	PHYSICAL EDUCATION /DANCE	CONTRACT OF SERVICE	PATHFIT 1, PATHFIT 2, PATHFIT 3
22. NADELA, LARA IVANAH C.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE)	UNIVERSITY OF IMMACULATE CONCEPTION	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	DOCUMENT CONTROLLER UNIVERSITY COACH (LAWN TENNIS W)	PHYSICAL EDUCATION, SPORTS MANAGEMENT, COACHING, INDIVIDUAL, DUAL SPORTS, AND TEAM SPORTS	TEMPORARY PERMANENT	PATHFIT 2, PATHFIT 4
23. RICO, GENNIE REY	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION MAJOR IN PHYSICAL EDUCATION (MAED-PE) (ON-GOING)	UNIVERSITY OF IMMACULATE CONCEPTION	N/A	3 YEARS	SWIMMING COACH	SPORTS	CONTRACT OF SERVICE	PATHFIT 2, SWIMMING AND AQUATICS
24. TAMBAGAN, MARY ANN S.	INSTRUCTOR I	MASTER OF ARTS IN EDUCATION	NOTRE DAME OF DADIANGAS UNIVERSITY	LICENSURE EXAMINATION FOR TEACHERS	3 YEARS	COLLEGE CULTURE AND ARTS	SPORTS AND PHYSICAL EDUCATION	CONTRACT OF SERVICE	PATHFIT 3, PATHFIT 4