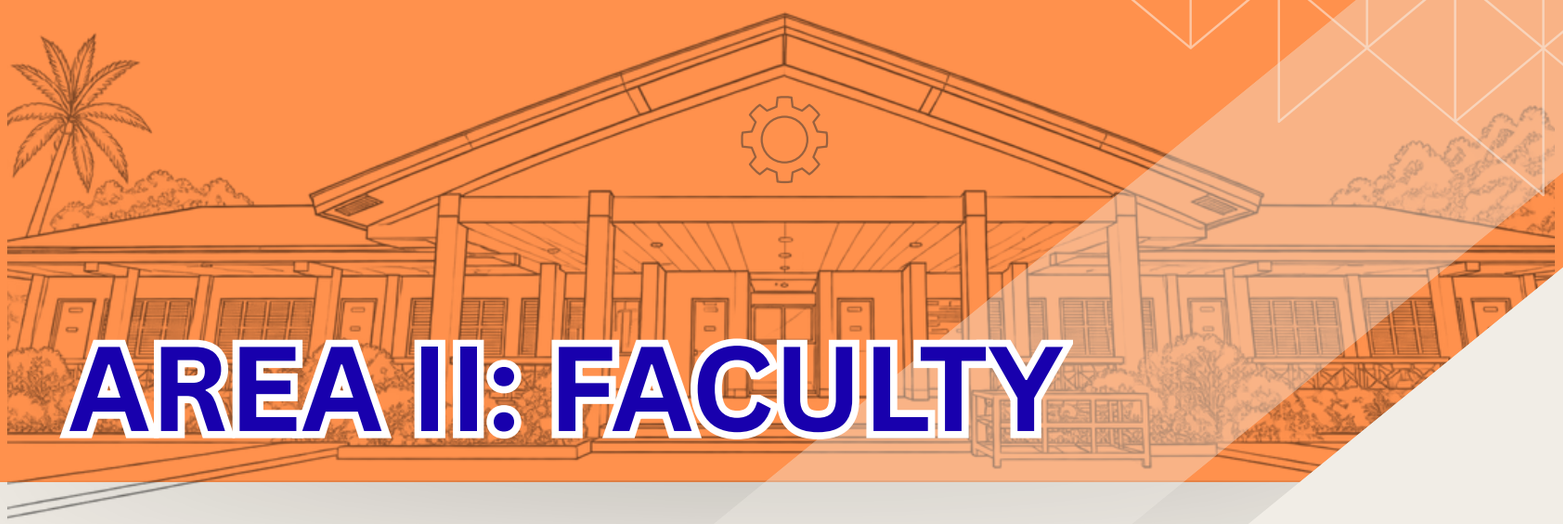
UNIVERSITY OF SOUTHERN MINDANAO
COLLEGE OF TRADES AND INDUSTRIES

AACCUP

LEVEL 1 SURVEY VISIT

BTVTED

BACHELOR OF
TECHNICAL - VOCATIONAL
TEACHER EDUCATION



AREA II: FACULTY

PARAMETER D:
RANK AND TENURE

SYSTEM-INPUTS AND PROCESSES

S.2. The institution has a policy on probationary status of employment.

Chapter 2

2. FACULTY CLASSIFICATION

The faculty employee category is designated for individuals who possess academic positions, including professorial roles like university professor, professor, associate professor, assistant professor, and instructor. Within this category, there are five distinct classifications of faculty appointments such as:

2.1. Permanent – an appointment in government service with indefinite tenure, occupying plantilla positions.

2.2. Temporary faculty– an appointment in the government service with limited duration, typically appointed for a specific period.

2.3. Contract of Service faculty – a full-time appointment in which service is not considered as a government service. It has no employee-employer relationship between the individual and the government. It has defined period of time and based on specific terms and conditions outlined in the contract.

2.4. Part-timer faculty – 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 (BOR Res. 32, s. 2024) with a maximum teaching load of 12 units. (A contract of service or job order part timer is not a government employee, as his/her service is not considered government service.)

2.5. Visiting faculty – appointed for a temporary period to teach, conduct research, extension, production or provide expertise in a specific academic area, typically affiliated with another institution or organization within or outside the country.

2.6. Professor Emeritus – a retired faculty member who holds the rank of University Professor at the USM upon his/her retirement and is given the title in recognition of exceptional competence in his/her field of specialization.

2.7. Adjunct faculty – those individuals who are appointed on a part-time or temporary basis to teach courses or provide expertise in a specific academic field, often while maintain employment elsewhere within or outside the country.

2.8. Exchange faculty – those individuals who are temporarily assigned to teach or conduct research at another institution or from other institution within or outside the country through a formal exchange program and contract.

2.9. Affiliate faculty – those individuals who have a formal association with the institution but may not hold full-time positions. They contribute to the academic community through instruction, research, extension, or service activities, while maintaining primary employment elsewhere.