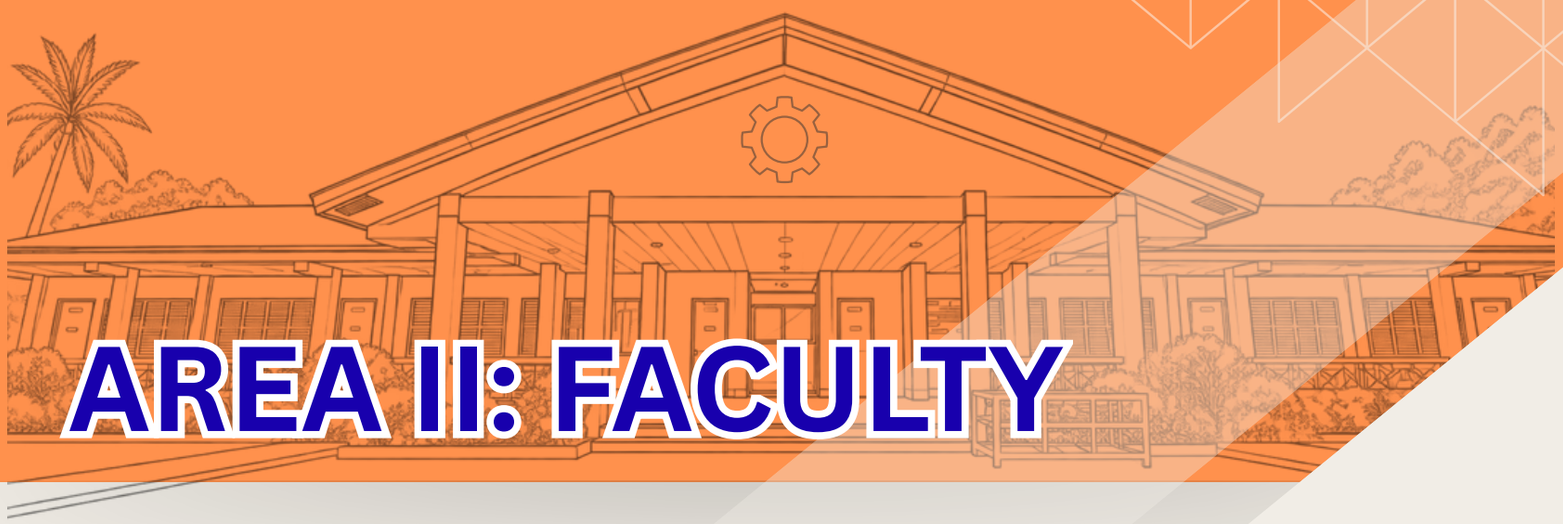
UNIVERSITY OF SOUTHERN MINDANAO
COLLEGE OF TRADES AND INDUSTRIES

AACCUP

LEVEL 1 SURVEY VISIT

BTVTED

BACHELOR OF
TECHNICAL - VOCATIONAL
TEACHER EDUCATION



AREA II: FACULTY

PARAMETER D:
RANK AND TENURE

IMPLEMENTATION

I.2. Retirement, separation or termination benefits are implemented in accordance with institutional and government (CSC, GSIS/DBM) policies and guidelines.

VI. APPOINTMENT TO THE POSITION OF COLLEGE AND UNIVERSITY PROFESSOR

1. Coverage

The following are deemed qualified for entitlement to appointment as College Professor and University Professor:

1.1 Deserving faculty members occupying Professor positions duly accredited by the PASUC Accreditation Committee who have complied satisfactorily with all the requirements stated in Part V hereof.

1.2 SUC / CHED/TESDA executives who opt to receive their basic salary pertaining to their assigned academic rank under the CCE, provided that they complied with the requirements mentioned under part V hereof and those who opt to return to the academic due to their resignation/retirement, not for cause before the expiration of their fixed terms of office.

FREDERICK SO. PADA
President, PASUC

ANGEL C ALCALA
Chairman, CHED

2. Requirements:

2.1 CCE Points

2.1.1 University Professor	198-200
2.1.2 College Professor	195-197

2.2 Earned Doctorate

2.3 A pass from a screening committee duly constituted by PASUC
2.4 Professorial accreditation in case of the faculty

2.5Qualitative contributions in instruction, research , extension and production. (Must have at least 3 out of 4).

N.B. A candidate who fails to satisfy all the requirements shall be appointed to the position of Professor 6.

ANNEX 1
(Qualitative Contribution Evaluation, QCE, for Instructors and Assistant Professors)

I. DEFINITION

A. Qualitative Contribution (QC)

This is the distinctive contribution by a faculty member seeking promotion to a higher rank or sub-rank and which generally accrues to the enhancement and sustenance of the overall image of the state universities and colleges in their constant endeavor towards excellence.

B. Qualitative Contribution Evaluation (QCE)

QCE is the process of determining the eligibility of a faculty candidate for the particular rank and sub-rank indicated by result of the application of the common criteria for evaluation (CCE).

D. Commitment

This refers to a faculty member's deep sense of responsibility to render service for the development of the students' well-being and for the advancement of his/her discipline.

E. Knowledge of Subject

This includes the faculty member's scholarship and expertise in his/her chosen field or discipline.

G. Teaching for Independent Learning

This pertains to the faculty member's ability to organize teaching-learning processes to enable students to maximize their learning potentials.

H. Management of Learning

This refers to the faculty member's ability to create and mange a conducive learning environment and at the same time guide, monitor and evaluate student learning.

FREDERICK SO. PADA
President, PASUC

ANGEL C. ALCALA
Chairman, CHED

SAMPLE CONTACT FOR INSTRUCTOR I

f. completion of expected output (Mar 12-26)	*complete delivery of topics , DTR*	
g. completion of expected output (Mar 27-Apr 11)	*complete delivery of topics, DTR*	
h. completion of expected output (Apr 12-26)	*complete delivery of topics, DTR*	12, 030 56
i. completion of expected output (Apr 27-May 11)	*complete delivery of topics, DTR*	12, 030.56
j. completion of expected output (May 12- 22)	*grades, DTR, completion of separation clearance*	9, 843.19

10. Upon termination of this Contract, the **SECOND PARTY** shall return to the **FIRST PARTY** all items, articles, objects, money etc. which for any reason due to, or on occasion of, his/her employment, come to his/her possession and safekeeping. The **SECOND PARTY** shall be responsible and accountable for any loss of or damage to any materials, equipment or property under his possession and safekeeping;

11. If the SECOND PARTY is on official travel, they shall be allowed to reimburse the actual travel expenses, subject to the rules and regulations prescribed under Executive Order No. 77, s. 2019, and subject to fund availability;

12. In case on unjustified pre – termination of this Contract by the **SECOND PARTY** the latter agrees to indemnify the **FIRST PARTY** in the amount equivalent to one ONE MONTH SALARY or WAGE to defray costs, such as, but not limited to the hiring of immediate replacement;

13. Any breach of the terms and conditions of this Contract, commission of an offense, misconduct or transgression of the law will give rise to the imposition of proper sanctions which, in justified circumstances, include the termination of the Contract employment without any prejudice to the **FIRST PARTY's** redress for legal remedies when necessary;

14. The **FIRST PARTY** shall conduct himself / herself in accordance with the law and other ethical and moral standards uphold by the University. The **FIRST PARTY** reserved the right to implement and enforce all applicable laws which were subjects of amendments, revisions or repeals, wether express or implied;

15. That the FIRST PARTY shall abide with the provisions of CHED CMO 1 S 2015 in pursuant to RA 7787 otherwise known as Anti-Sexual Harassment Act of 1995, as amended.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 0 C FEB of 2026 _____, 2026 at Kabacan, Cotabato

UNIVERSITY OF SOUTHERN MINDANAO
First Party

JONALD L. PIMENTEL
Representative

IRA ANDREANA K. MAMA
Second Party

Signed in the presence of:

NERISSA G. DELA VIÑA
HRMDO Director

JOEL C. MISANES
Dean, CTI

USM-HRD-F02-Rev1 2020.03.13

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15. That the FIRST PARTY shall abide with the provisions of CHED CMO 1 S 2015 in pursuant to RA 7787 otherwise known as Anti-Sexual Harassment Act of 1995, as amended.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 10 Feb of 2026 _____, 2026 at Kabacan, Cotabato

UNIVERSITY OF SOUTHERN MINDANAO
First Party

JONALD L. PIMENTEL
Representative

IRA ANDREANA K. MAMA
Second Party

Signed in the presence of:

NERISSA G. DELA VIÑA
HRMDO Director

JOEL C. MISANES
Dean, CTI

USM-HRD-F02-Rev1 2020.03.13