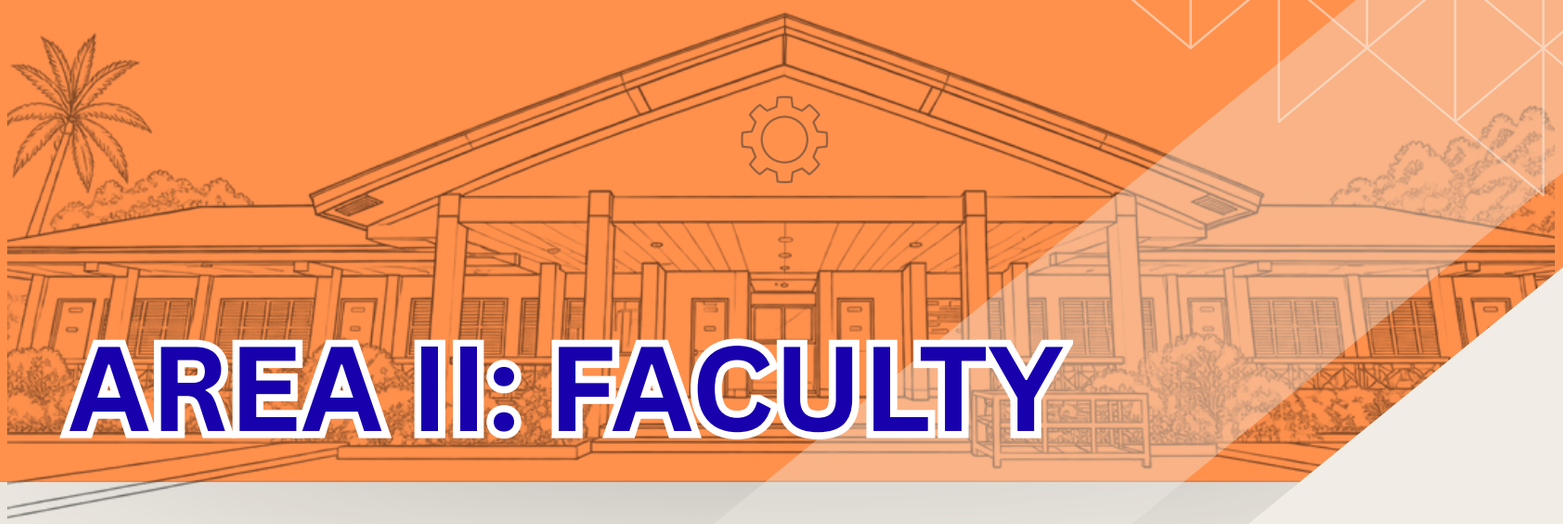
UNIVERSITY OF SOUTHERN MINDANAO
COLLEGE OF TRADES AND INDUSTRIES

AACCUP

LEVEL 1 SURVEY VISIT

BTVTED

BACHELOR OF
TECHNICAL - VOCATIONAL
TEACHER EDUCATION



AREA II: FACULTY

PARAMETER D:
RANK AND TENURE

IMPLEMENTATION

I.3. The faculty are officially informed of their rank and tenure after evaluation of the credentials and performance.

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
9407 Philippines

REVISED FACULTY MANUAL

2024 EDITION

Professor IV provided vacant positions exist and the minimum requirements are adhered to.

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.

University of Southern Mindanao

HUMAN RESOURCE MANAGEMENT & DEVELOPMENT OFFICE

Recruitment is on!

Want to join the faculty workforce? The University is in need of Instructor I *(Plantilla position).*

Qualifications:

a) *At least with relevant master's degree in field of specialization*
b) *With updated PRC License (for courses requiring BAR or Board eligibility)*
c) *Preferably with relevant teaching, research, or industry experience on the field of specialization.*

Your application dossier should include:

a) *Personal Data Sheet (PDS) – CSC Form*
b) *Copy of PRC License/ CSC Eligibility*
c) *Copy of Transcript of Records*
d) *Certificate of employment*

Application Letter should be addressed to:

JONALD L. PIMENTEL, PhD
SUC President IV
University of Southern Mindanao
Kabacan, Cotabato

Thru: NERISSA G. DELA VIÑA, PhD
HRMDO Director

Submit to USM Records Office at USM Administration Building (lobby) until January 9, 2026

The University of Southern Mindanao is an Equal Opportunity Employer. We accept applications from diverse backgrounds regardless of sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation.

Caring Careers. Supporting Excellence.