UNIVERSITY OF SOUTHERN MINDANAO

COLLEGE OF BUSINESS, DEVELOPMENT ECONOMICS AND MANAGEMENT

ACCOUNTANCY DEPARTMENT

BACHELOR OF SCIENCE IN MANAGEMENT ACCOUNTING





AACCUP LEVEL 1 ACCREDITATION

AREA X
ADMINISTRATION

I.5. Definite criteria and procedures in the selection and promotion of the most qualified faculty and staff are observed.

University of Southern Mindanao
Institutional Merit Promotion

Candidates Assessment

	Name	Current Rank	CCE (35%)	Equivalent CCE Score	Competencies (30%)									Length of Service at USM (5%)	Equivalent Score Length of Service	IPCR (30%)			Equivalent IPCR Score	Total	CCE Rank	Date of Last Promotion	Remarks
							Technical																
					Core	Leadership	Instruction (60%)	Research	Extension	Production	Total Technical	Total Competency Score											
	Qualified for Instructor III																						
1	Flores, Pia Amabelle	Inst 1	83.66	41.83%	2	2	2	2	2	1	1.93	1.98	49.44%	4	16.00%	4.04	4.38	4.21	84.30%	55.59%	Inst3	02-Nov-16	
2	GONZAGA, RYAN Z	Inst 1	80.75	40.38%	2	2	2	2	1	1	1.87	1.96	48.89%	4	16.00%	4.21	4.30	4.26	85.10%	55.13%	Inst3	16-Nov-16	
3	NEYRA, SOFIA LOREN B	Inst 1	86.60	43.30%	2	2	2	1	1	1	1.80	1.93	48.33%	4	16.00%	4.21	4.29	4.25	85.00%	55.98%	Inst3	09-Jun-16	
4	Martin, Jean	Inst 1	81.87	40.94%	2	2	2	1	1	1	1.80	1.93	48.33%	2	8.00%	4.25	4.37	4.31	86.20%	55.08%	Inst3	25-Jul-18	
5	[redacted]	Inst 1	77.69	38.85%	2	2	2	1	2	1	1.87	1.96	48.89%	2	8.00%	4.24	4.09	4.14	82.70%	53.47%	Inst3	18-Feb-18	
6	[redacted]	Inst 1	87.44	43.72%	1	2	2	1	1	1	1.80	1.60	40.00%	4	16.00%	4.01	4.57	4.29	85.80%	53.86%	Inst3	05-Jul-16	
7	[redacted]	Inst 1	80.90	40.45%	2	1	2	1	1	1	1.80	1.60	40.00%	4	16.00%	4.25	4.4	4.33	86.50%	52.91%	Inst3	05-Jul-16	
8	[redacted]	Inst 1	80.67	40.34%	2	1	2	2	2	1	1.93	1.64	41.11%	4	16.00%	4.18	4.02	4.10	82.00%	51.85%	Inst3	05-Jul-16	
9	[redacted]	Inst 1	79.57	39.79%	2	1	2	1	2	1	1.87	1.62	40.56%	2	8.00%	4.09	4.29	4.19	83.80%	51.63%	Inst3	25-Jul-18	
10	[redacted]	Inst 1	82.53	41.27%	2	1	2	1	2	1	1.87	1.62	40.56%	2	8.00%	4.03	4.17	4.10	82.00%	51.61%	Inst3	25-Jul-18	
11	[redacted]	Inst 1	83.07	41.54%	2	1	1	1	1	1	1.00	1.33	33.33%	2	8.00%	4.00	4.32	4.16	83.20%	49.90%	Inst3	06-Feb-18	
12	[redacted]	Inst 1	78.33	39.17%	1	2	1	1	1	1	1.00	1.33	33.33%	3	12.00%	4.26	4.08	4.17	83.40%	49.33%	Inst3	11-Oct-17	
13	[redacted]	Inst 1	86.88	43.44%	1	1	1	1	1	1	1.00	1.00	25.00%	3	12.00%	4.03	4.46	4.25	84.90%	48.77%	Inst3	04-Jul-17	

Available items: 4
Ranking as of July 24, 2020
10 candidates may compete in Instructor 2 position

The above candidates were evaluated through the NBC 461 Cumulative Criteria Evaluation (CCE) Instrument, the candidates competencies, length of service at USM and the performance in the last rating periods as stipulated in Section 38 par g

Endorsed by the Faculty Selection Board

WILLIE JONES B. SALILING
HRMPO Director
FSB Secretary

GEOFFRAY B. ATOK
USMFA President
FSB Member

ABUBAKAR A. MURRAY
Director for Instruction
FSB Member

CAETANO C. FONARES
University Professor
FSB Member

CONSUELO A. TABARO
VPAA
FSB Chairperson

Endorsed by the Office of the President to the Board of Regents for confirmation

FRANCISCO [illegible] N. GARCIA
SUC President IV

University of Southern Mindanao
FACULTY COMPETENCY ASSESSMENT

Candidate's Name: _____

Competencies		Basic	Intermediate	Advanced	Superior	Remarks
CORE						
C1	Exemplifying Integrity and Professionalism					
C2	Delivering Service Excellence					
C3	Communication Skills					
LEADERSHIP						
L1	Thinking Strategically and Creatively					
L2	Leading Change					
L3	Building Collaborative, Inclusive Working Relationship					
L4	Managing Performance and Coaching for Results					
L5	Creating and Nurturing A High Performance Organization					
INSTRUCTION						
I1	Demonstrating professional practice through teaching					
I2	Developing engaging learning environments for individual and groups that support academic and personal growth					
I3	Using variety of teaching/learning strategies					
I4	Assessing learning using variety of valid and reliable tools and techniques					
I5	Collaborating or working independently in developing/adapting learning materials					
I6	Using technology to enhance productivity and help student learn					
I7	Designing and developing effective curriculum to ensure student success					
RESEARCH						
R1	Demonstrating a knowledge base of established and evolving information and research within their discipline					
R2	Competently carrying out independent research					
R3	Conveying research thoughts to a variety of audiences					
R4	Exhibiting professionalism in research					
R5	Leading and managing collaborative research teams					
R6	Demonstrating responsible conduct of research					
EXTENSION						
E1	Managing extension programs					
E2	Demonstrating professional ethics in extension					
E3	Communicating effectively for innovation					
E4	Facilitating community and industry development					
E5	Mobilizing communities for change					
E6	Developing local institutions for change					
E7	Promote adaptation of technologies and policies for sustainability and resilience					
PRODUCTION						
P1	Using knowledge in developing viable business opportunities					
P2	Championing individuals that provide meaning and energy to entrepreneurial processes					
P3	Acquiring and mobilizing resources for developing new ventures					
P4	Developing partnerships and sustaining network and linkages					

Evaluator: _____

Brief Note on the Evaluation Procedure of Faculty Promotional Appointments

Section 38 paragraph g of the Strategic Merit Selection Plan approved by the BOR through Resolution 115 s 2019:

> "g. The FSB shall evaluate the candidates' credentials or documents submitted to it by the HRMDO or its duly authorized representative and submit a comprehensive evaluation report of candidates screened for promotion to the President/Governing Board. The evaluation report shall include the result on the latest CCE, latest IPCR scores, competency scores, loyalty/length of service. The FSB shall determine the rules in determining the competency scores, loyalty/length of service.
>
> The assessment criteria in the promotion of faculty members are as follows:

Criteria	Weight Allocation	Assessment Strategies
CCE	35%	NBC Zonal Center CCE printout
Competencies	30%	To include any or a combination of the following: a) Competency-based written exam b) Behavioral Event Interviews c) Other assessment strategies that may be deemed appropriate by the FSB
Performance Review	30%	IPCR scores for the last two regular semesters
Loyalty/ Length of Service	5%	Service Record

> In addition, the candidates' suitability to the position shall be evaluated based on the competency profile of the particular position including core, leadership, and technical (instruction, research, extension, production) competencies. The HRMDO shall prepare, hereinafter, the competency standards of faculty members.
>
> The potential changes of the faculty profile of the academic departments as a result of the promotion shall also be submitted to assist the appointing authority in the selection."

How the Faculty Selection Board evaluate the documents:

CCE Scores (35%):

The CCE score is derived from the printout generated by NBC zonal center

*To integrate in overall evaluation computation, it will be divided by **200***

Competency Scores (30%):

Three categories of competencies: Core, Leadership, Technical. It is evaluated using competency assessment based on written reports or evidences presented. The scoring scheme is Basic =1; Intermediate = 2; Advanced = 3; Superior = 4. Competency matrix was developed for this purpose.

Total Competency Raw Score is the average of Core, Leadership, and Technical

Technical Competencies is the weighted scores for Instruction, Research, Extension, and Production competencies:

To integrate in the overall evaluation computation, it will be divided by ***4***

Performance Scores (30%)

Performance Scores is the average of the last two IPCR ratings.

To integrate in the overall evaluation computation, it will be divided by ***5***

Length of USM Service (5%)

The length of service in USM is equivalent to the number of years in the university.

To integrate in the overall computation, it will be divided by ***25.***

Republic of the Philippines
OFFICE OF THE PRESIDENT

COMMISSION ON HIGHER EDUCATION

BAGONG PILIPINAS

MEMORANDUM FROM THE OFFICE OF THE COMMISSIONER
No. 20 series of 2026

OFFICIAL RELEASE
CHED CENTRAL OFFICE
RECORDS SECTION

TO : **OFFICIALS AND FACULTY MEMBERS OF STATE UNIVERSITIES AND COLLEGES (SUCs)**

FROM : **DESIDERIO R. APAG III, PCpE, D.Eng., ASEAN Eng.**
Commissioner

SUBJECT : **ORIENTATION ON THE SUC FACULTY POSITION RECLASSIFICATION SYSTEM (SFPRS)**

DATE : **14 JULY 2026**

In line with the Commission's continuing efforts to strengthen the implementation of the faculty position reclassification system in State Universities and Colleges (SUCs), the Commission on Higher Education (CHED), through the Office of Institutional Quality Assurance and Governance (OIQAG), will conduct an orientation on the enhanced SUC Faculty Position Reclassification System (SFPRS).

The enhanced SFPRS introduces improvements to streamline the submission, evaluation, validation, monitoring, and reporting processes under DBM–CHED Joint Circular No. 01, s. 2026. These enhancements aim to improve operational efficiency, strengthen data integrity, enhance transparency, and provide a more user-friendly platform for all stakeholders.

In line with this, officials and faculty members of State Universities and Colleges (SUCs) are hereby invited to participate in the orientation. The activity aims to familiarize participants with the enhanced SFPRS, its key features, and its implementation procedures.

The orientation will be conducted via Facebook Live through the Official CHED Facebook Page on **23 July 2026** at **10:00 a.m.**

For questions or clarifications regarding this matter, you may contact the Secretariat through telephone number (02) 8441-1254 or via email at sucfacultyreclass@ched.gov.ph.

This memorandum is issued for your information and appropriate action.

Higher Education Development Center Building, 55 C.P Garcia Avenue, UP Campus Diliman, Quezon City, Philippines
Tel. No. (02) 8441 117 | Email: commissionerapag@ched.gov.ph | Website: www.oedra.vercel.app | FB: www.facebook.com/oedra3