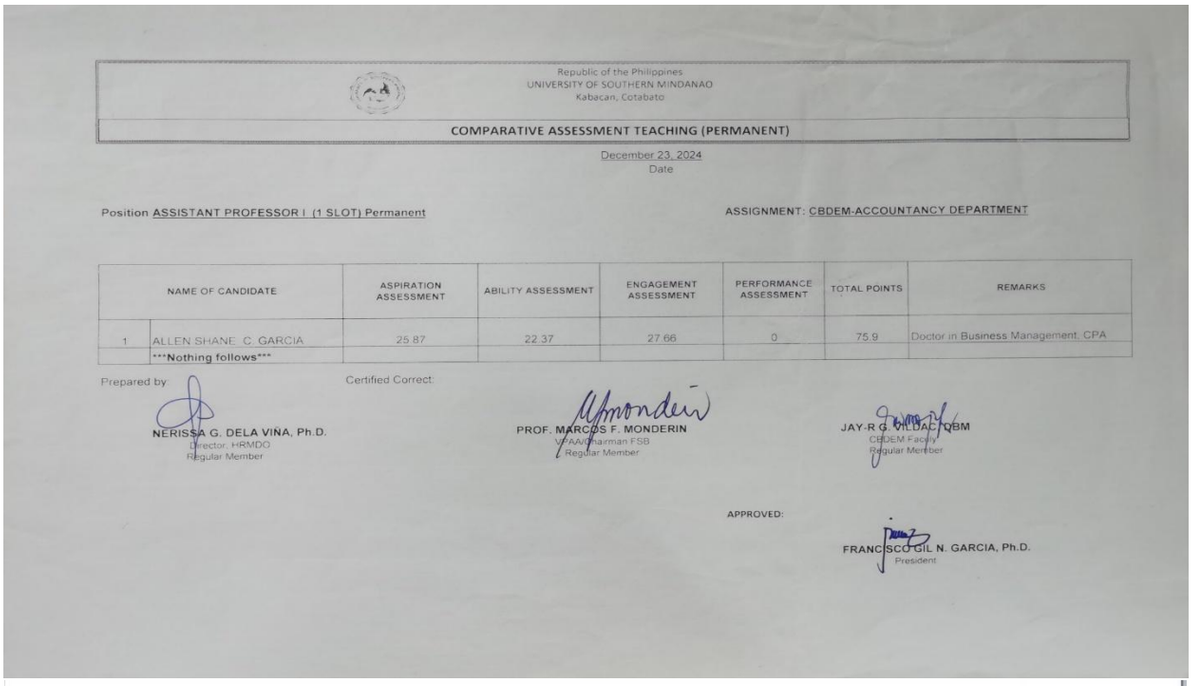
AREA II
FACULTY

PARAMETER B:
RECRUITMENT, SELECTION AND ORIENTATION

O.1

OUTCOMES

O.1. The most qualified faculty are selected



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

COMPARATIVE ASSESSMENT TEACHING (PERMANENT)

December 23, 2024
Date

Position ASSISTANT PROFESSOR I (1 SLOT) Permanent

ASSIGNMENT: CBDEM-ACCOUNTANCY DEPARTMENT

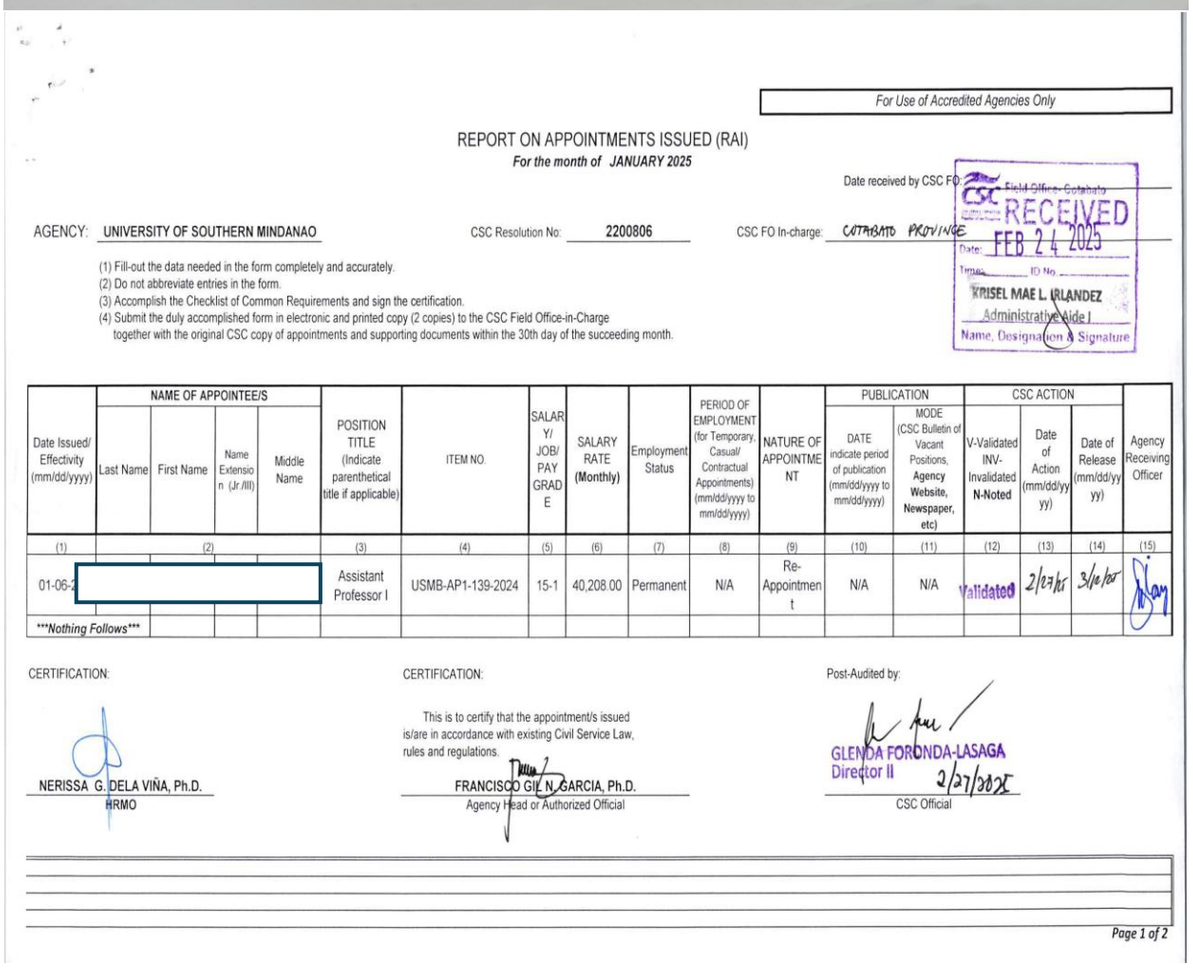
	NAME OF CANDIDATE	ASPIRATION ASSESSMENT	ABILITY ASSESSMENT	ENGAGEMENT ASSESSMENT	PERFORMANCE ASSESSMENT	TOTAL POINTS	REMARKS
1	ALLEN SHANE C. GARCIA	25.87	22.37	27.66	0	75.9	Doctor in Business Management, CPA
	Nothing follows						

Prepared by:
NERISSA G. DELA VIÑA, Ph.D.
Director, HRMDO
Regular Member

Certified Correct:
PROF. MARCOS F. MONDERIN
VP AA/Chairman FSB
Regular Member

JAY-R G. [illegible]
CBDEM Faculty
Regular Member

APPROVED:
FRANCISCO GIL N. GARCIA, Ph.D.
President



For Use of Accredited Agencies Only

REPORT ON APPOINTMENTS ISSUED (RAI)
For the month of JANUARY 2025

Date received by CSC FO: CSC Field Office, Cotabato RECEIVED Date: FEB 24 2025 Time: ID No: KRISEL MAE L. ARLANDEZ Administrative Aide I Name, Designation & Signature

AGENCY: UNIVERSITY OF SOUTHERN MINDANAO CSC Resolution No: 2200806 CSC FO In-charge: ~~COTABATO PROVINCE~~

(1) Fill-out the data needed in the form completely and accurately.
(2) Do not abbreviate entries in the form.
(3) Accomplish the Checklist of Common Requirements and sign the certification.
(4) Submit the duly accomplished form in electronic and printed copy (2 copies) to the CSC Field Office-in-Charge together with the original CSC copy of appointments and supporting documents within the 30th day of the succeeding month.

Date Issued/ Effectivity (mm/dd/yyyy)	NAME OF APPOINTEE/S				POSITION TITLE (Indicate parenthetical title if applicable)	ITEM NO.	SALARY/ JOB/ PAY GRADE	SALARY RATE (Monthly)	Employment Status	PERIOD OF EMPLOYMENT (for Temporary, Casual/ Contractual Appointments) (mm/dd/yyyy to mm/dd/yyyy)	NATURE OF APPOINTMENT	PUBLICATION		CSC ACTION			Agency Receiving Officer
	Last Name	First Name	Name Extension (Jr./III)	Middle Name								DATE indicate period of publication (mm/dd/yyyy to mm/dd/yyyy)	MODE (CSC Bulletin of Vacant Positions, Agency Website, Newspaper, etc)	V-Validated INV-Invalidated N-Noted	Date of Action (mm/dd/yyyy)	Date of Release (mm/dd/yyyy)	
(1)	(2)				(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
01-06-2	[redacted]				Assistant Professor I	USMB-AP1-139-2024	15-1	40,208.00	Permanent	N/A	Re-Appointment	N/A	N/A	Validated	2/27/25	3/6/25	
Nothing Follows																	

CERTIFICATION:
NERISSA G. DELA VIÑA, Ph.D.
HRMO

CERTIFICATION:
This is to certify that the appointment/s issued is/are in accordance with existing Civil Service Law, rules and regulations.
FRANCISCO GIL N. GARCIA, Ph.D.
Agency Head or Authorized Official

Post-Audited by:
GLENDA FORONDA-LASAGA
Director II 2/27/2025
CSC Official

Page 1 of 2

of candidates in the nine-box potential-performance matrix giving emphasis on the high potential - high performance star candidates.

5.4.1.6.12. The HRMDO shall also conduct background investigation of the star candidates and form part of the report to be submitted to the appointing authority. The report shall include personal circumstances of the candidates that have bearing on the equal opportunity principles or they're being a PWD, Solo Parent, and Indigenous Peoples groups (IPs).

5.4.1.6.13. The Board of Regents or the USM President, as the case may be, shall assess the merits of the FSB's evaluation report of candidates screened for appointment and in the exercise of sound discretion, shall select, in so far as practicable, from among the star candidates deemed most qualified for appointment to the vacant position.

5.4.1.6.14. The Board of Regents or the USM President, as the case may be, shall issue the appointment in accordance with the provisions of this Merit Selection Plan as approved by the Board of Regents, and submitted to the CSC.

5.4.1.6.15. The HRMO shall post a notice announcing the appointment of an employee in three (3) conspicuous places in USM for at least ten (10) days, immediately a day after the issuance of the appointment. The date of posting should be indicated in the notice.

5.4.1.6.16. Instructor I to Instructor III and Assistant Professor I to IV shall be appointed by the USM President and confirmed by the Board of Regents. For faculty positions with a Salary Grade of 19 and above, including University Professor, Professor I to VI with Salary Grade of 19 and above, and Associate Professor I to V, appointments shall be made by the Board of Regents.

5.4.1.6.17. The USM President may use the DYCAS points (e.g. High Potential, High Performer or Star Candidates) as basis for hiring or issuing an original appointment to a new faculty member to any position from Instructor II to Assistant Professor IV provided that vacant items are available and minimum requirements are met.

5.4.1.6.18. The Board of Regents may also opt to appoint recruits for Associate Professor I to Professor VI on meritorious cases (e.g. leading expert in the industry/profession or with high PROFESS accreditation system scores) provided minimum requirements are met and vacant items are available.

5.4.1.6.19. The President may appoint faculty members in meritorious cases (e.g. board exam topnotchers, etc.) from Instructor I to Assistant