AREA II

FACULTY

PARAMETER C:
FACULTY AND LOADING

S.3

S.3 The full-time faculty members are distributed among ranks and subject/specialization

5. FACULTY RECRUITMENT, SELECTION, APPOINTMENT, AND PROMOTION

5.1. General Policy (BOR Resolution No. 32, s 2024)

USM adheres to the merit and fitness principle and to uphold professional transparency in the recruitment, promotion, reclassification and other human resource actions of its academic personnel to ensure that justice and fairness are applied to all concerned. The selection of faculty members shall be based on their relative qualifications, competence to perform the duties and responsibilities of the position, and alignment to the strategic priorities and goals of the University. There shall be no discrimination in the selection of teaching staff on account of age, sex, sexual orientation, gender identity and expression, civil status, disability, religion, ethnicity or political affiliation.

This Merit Selection Plan shall apply to the closed career positions of the University. These are positions or ranks in the faculty such as the following:

Faculty Ranks	Sub-Rank
Instructor	I-III
Assistant Professor	I-IV
Associate Professor	I-V
Professor	I-VI
University Professor	

5.2. Faculty Recruitment, Selection, and Placement Systems and Standards

5.2.1. Qualification Standards

The qualification standards for appointment and other personnel actions for faculty shall be those provided under CSC MC No. 1, s. 1997 as amended by MC 22 s 2016 and such other issuances that may henceforth be issued.

Hereunder are the minimum qualification standards for appointment to faculty positions/ranks provided under MC No. 1, s. 1997 and amended by MC No. 22, s 2016.

CSC MC No.1, s. 1997 as amended by MC 22., s 2016

INSTRUCTOR I TO II

Education : Masters' Degree in the area of specialization or its allied/related fields

Experience : None required

Training : None required

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

INSTRUCTOR III

Education : Masters' Degree in the area of specialization or its allied/related fields

Experience : 1 year of relevant experience

Training : 4 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

ASSISTANT PROFESSOR I

Education : Masters' Degree in the area of specialization or its allied/related fields

Experience : 2 years of relevant experience

Training : 4 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

ASSISTANT PROFESSOR II-IV

Education : Masters' Degree in the area of specialization or its allied/related fields

Experience : 2 years of relevant experience

Training : 8 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

ASSOCIATE PROFESSOR I-III

Education : Masters' Degree in the area of specialization or its allied/related fields as shown in relevant CHED CMO PSG

Experience : 2 years of relevant experience

Training : 8 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

ASSOCIATE PROFESSOR IV-V

Education : Masters' Degree in the area of specialization or its allied/related fields as shown in relevant CHED CMO PSG

Experience : 3 years of relevant experience

Training : 16 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

PROFESSOR I

Education : Masters' Degree in the area of specialization or its allied/related fields as shown in relevant CHED CMO

Experience : 4 years of relevant experience

Training : 24 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

PROFESSOR II-III

Education : Masters' Degree in the area of specialization or its allied/related fields as shown in relevant CHED CMO

Experience : 5 years of relevant experience

Training : 32 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

PROFESSOR IV-VI

Education : Relevant doctorate degree

Experience : 5 year of relevant experience

Training : 32 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

UNIVERSITY PROFESSOR

Education : Relevant doctorate degree

Experience : 5 year of relevant experience

Training : 32 hours of relevant training

Eligibility : None required

RA 1080 (For programs requiring BAR of Board eligibility)

Education refers to the formal academic studies that will enable the candidate to successfully perform the duties and responsibilities indicated in the Position Description Form (PDF) (DBM-CSC Form No. 1, Revised 2017) of the position to be filled.

A graduate of the master's or doctoral degree aligned to the academic program offered and its allied programs as defined by the respective CHED CMO PSGs shall be considered to have met the master's or doctoral degree requirement for purposes of meeting the education requirement for faculty members.

Experience refers to the previous faculty jobs in either the SUC, private higher education institutions (HEIs), research institutes, and extension agencies, whether full-time or part-time, which, as certified by the Human Resource Management Officer or authorized officials of the previous employer, are functionally related to the duties in the PDF of the position to be filled. For this purpose, relevant job includes teaching, research, extension and production. Relevant experience may be acquired through:

a) a Job Order or Contract of Service covered by a contract or a Memorandum of Agreement.
b) volunteer work, on full time basis, as certified by the Human Resource Management Officer or authorized officials
c) a designation covered by an Office or Memorandum Order may be considered for meeting the experience requirement.

Training refers to formal or non-formal training courses and HRD interventions such as coaching, mentoring, job rotation, seminars, workshops, and others that are part of the employee's Individual Learning and Development Plan. These trainings/learning and development interventions are intended to enable the candidate to successfully perform the duties and responsibilities as indicated in the PDF or Job Description (JD) of the position to be filled. These are evidenced by the Learning and Development Plan/Coaching and Mentoring Program approved by the University President and Certificates issued by

Faculty	Academic Rank	Educational Attainment	School Graduates From	Field of Specialization	Licensure Examinations Passed	Length of teaching Experience	Status of Appointment (Permanent, Temporary, Contractual)	Subjects Handled
1. Sandra Angela A. BAngcaya, CPA, MBA,LPT	Associate Professor III	Master in Business Administration Bachelor of Science in Accountancy	University of Mindanao Ateneo de Davao Univerity	Advanced Financial Accounting Financial Accounting and REporting	-Certified Public Accountant -Licensure Examination for Teachers	16 years	Permanent	-Financial Accounting and Reporting -Partnership and Corporation Accounting -Cost Accounting and Control -Accounting for Special Transactions -Internship
2. Jay-r G. Vildac, CPA, DBA	Associate Professor IV	Doctor of Business Administration Master in Business Administration Bachelor of Science in Accountancy	Ateneo de Davao University (DBA) Notredame of Dadiangas University University of Southern Mindanao	Intermediate Accounting Financial Accounting and REporting	Certified Public Accountant	6 years	Permanent	- Intermediate Accounting 3 -Conceptual Framework and Accounting Standards -Internship
3. Allen Shane C. Garcia, CPA, DBM	Assistant Professor I	Doctor in Business Management Master in Business Administration Bachelor of Science in Accountancy	University of the Immaculate Conception Notre Dame of Dadiangas University University of Southern Mindanao	Intermediate Accounting Taxation Advanced Financial Accounting and REporting	Certified Public Accountant	9 years	Permanent	-Intermediate Accounting 1, -Intermediate Accounting 2. -Accounting for Business Combination -Strategic Cost Management -Valuation Concepts and Methods -Business Taxation -Internship

4. Baikongan B. Guaiman, CPA, LPT	Assistant Professor I	Master in Accountancy-CAR	Univesrity of Mindanao	Advanced Financial Accounting Taxation Management Advisory Services	Certified Public Accounantant	13 years	Permanent	-Strategic Cost Management -Financial Management -Income Taxation - Intermediate Accounting 3 -Internship