AREA II
FACULTY

PARAMETER D:

RANK AND TENURE
I.3 and 1.4

I.3 The faculty members are officially informed of their rank and tenure after evaluation of their credentials and performance.
I.4 The faculty concerned are officially informed of the extension, renewal or termination of their appointments

Copy of Plantilla

Republic of the Philippines
DEPARTMENT OF BUDGET AND MANAGEMENT
PERSONAL SERVICES ITEMIZATION AND PLANTILLA OF PERSONNEL (PSIPOP)
for the Fiscal Year : 2025

Record No. 397 - 408 of 568
Page 34 of 48 pages

Department: State Universities and Colleges | Bureau/Agency: University of Southern Mindanao

ITEM NUMBER (1)	POSITION TITLE and SALARY GRADE (2)	ANNUAL SALARY AUTHORIZED (3)	ANNUAL SALARY ACTUAL (4)	STEP (5)	AREA CODE (6)	AREA TYPE (7)	LEVEL (8)	P/P/A ATTRIBUTION (9)	NAME OF INCUMBENT (10)	SEX (11)	DATE OF BIRTH (12)	TIN (13)	DATE OF ORIGINAL APPOINTMENT (14)	DATE OF LAST PROMOTION (15)	STATUS (16)	CIVIL SERVICE ELIGIBILITY (17)
5.0000	HIGHER EDUCATION SERVICES															
	Total Positions: 568	405,105,468	334,103,172													
USMB-AP1-139-2024	ASSISTANT PROFESSOR I - 15	482,496	482,496	1	120	R	T	310100100002000	GARCIA, ALLEN SHANE CABAÑOG	F	08/11/94	711278557000	01/06/25	01/06/25	P	RA1080
Subtotal	No. of Filled Positions: 9	4,304,256	4,304,256													
	No. of Unfilled Positions: 3	1,447,488	0													

Department of Budget and Management
AKMAD J. USMAN
REGIONAL DIRECTOR

I certify to the correctness of the entries from columns 4 to 17 and that employees whose names appear on the above PSIPOP are the incumbents of the positions.
NERISSA G. DELA VIÑA
Human Resource Management Officer

APPROVED BY:
JONALD L. PIMENTEL
Head of Agency

Republic of the Philippines
DEPARTMENT OF BUDGET AND MANAGEMENT
PERSONAL SERVICES ITEMIZATION AND PLANTILLA OF PERSONNEL (PSIPOP)
for the Fiscal Year : 2025

Record No. 181 - 192 of 568
Page 16 of 48 pages

Department: State Universities and Colleges | Bureau/Agency: University of Southern Mindanao

ITEM NUMBER (1)	POSITION TITLE and SALARY GRADE (2)	ANNUAL SALARY AUTHORIZED (3)	ANNUAL SALARY ACTUAL (4)	STEP (5)	AREA CODE (6)	AREA TYPE (7)	LEVEL (8)	P/P/A ATTRIBUTION (9)	NAME OF INCUMBENT (10)	SEX (11)	DATE OF BIRTH (12)	TIN (13)	DATE OF ORIGINAL APPOINTMENT (14)	DATE OF LAST PROMOTION (15)	STATUS (16)	CIVIL SERVICE ELIGIBILITY (17)
5.0000	HIGHER EDUCATION SERVICES															
	Total Positions: 568	405,105,468	334,103,172													
USMB-APRO2-43-2019	ASSOCIATE PROFESSOR II - 20	755,604	755,604	1	120	R	T	310100100002000	BANGCAYA, SANDRA ANGELICA AMOLO	F	07/27/86	276738675000	01/26/09	10/18/24	P	RA1080
Subtotal	No. of Filled Positions: 11	8,311,644	8,332,644													
	No. of Unfilled Positions: 1	755,604	0													

Department of Budget and Management
AKMAD J. USMAN
REGIONAL DIRECTOR

I certify to the correctness of the entries from columns 4 to 17 and that employees whose names appear on the above PSIPOP are the incumbents of the positions.
NERISSA G. DELA VIÑA
Human Resource Management Officer

APPROVED BY:
JONALD L. PIMENTEL
Head of Agency

Republic of the Philippines
DEPARTMENT OF BUDGET AND MANAGEMENT
PERSONAL SERVICES ITEMIZATION AND PLANTILLA OF PERSONNEL (PSIPOP)
for the Fiscal Year : 2025

Department: State Universities and Colleges | **Bureau/Agency: University of Southern Mindanao**

ITEM NUMBER (1)	POSITION TITLE and SALARY GRADE (2)	ANNUAL SALARY AUTHORIZED (3)	ANNUAL SALARY ACTUAL (4)	STEP (5)	AREA CODE (6)	AREA TYPE (7)	LEVEL (8)	P/P/A ATTRIBUTION (9)	NAME OF INCUMBENT (10)	SEX (11)	DATE OF BIRTH (12)	TIN (13)	DATE OF ORIGINAL APPOINTMENT (14)	DATE OF LAST PROMOTION (15)	STATUS (16)	CIVIL SERVICE ELIGIBILITY (17)
5.0000	HIGHER EDUCATION SERVICES															
	Total Positions:	568	405,105,468	334,103,172												
USMB-APRO2-48-2024	ASSOCIATE PROFESSOR II - 20	755,604	776,784	3	120	R	T	310100100002000	VILDAC, JAY R GRAZA	M	09/18/94	325089136000	12/19/17	03/11/24	P	RA1080
Subtotal	No. of Filled Positions:	12	9,067,248	9,119,928												
	No. of Unfilled Positions:	0	0	0												

Department of Budget and Management

AKMAD J. USMAN
REGIONAL DIRECTOR

I certify to the correctness of the entries from columns 4 to 17 and that employees whose names appear on the above PSIPOP are the incumbents of the positions.

NERISSA G. DELA VIÑA
Human Resource Management Officer

APPROVED BY:

JONALD L. PIMENTEL
Head of Agency

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. VILDAC, CPBM
CBDEM Faculty
Regular Member

APPROVED:

FRANCISCO GIL N. GARCIA, Ph.D.
President

AINCS Form No. 4
Revised 2025

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO

CERTIFICATION OF ASSUMPTION TO DUTY

This is to certify that Ms./Mr. JAY-R G. VILDAC has assumed the duties and responsibilities as ASSOCIATE PROFESSOR ☐ of University of Southern Mindanao effective January 12, 2026.

This certification is issued in connection with the issuance of the appointment of Ms./Mr. Jay-R G. Vildac as Associate Professor ☐

Done this 12th day of January, 2026 in University of Southern Mindanao.

SANDRA ANGELA A. BANGCAYA
Head of Office/Department/Unit

Attested by:

NERISSA G. DELA VIÑA,Ph.D.
HRMO

Date: January 12,2026

201 file
Admin
COA
CSC

For submission to CSC FO within 30 days from the date of assumption of the appointee

Form No. 4
Revised 2018

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO

CERTIFICATION OF ASSUMPTION TO DUTY

This is to certify that **ALLEN SHANE C. GARCIA** has assumed the duties and responsibilities as **ASSISTANT PROFESSOR I** of University of Southern Mindanao effective January 6, 2025

This certification is issued in connection with the issuance of the appointment of Allen Shane C. Garcia as Associate Professor I .

Done this 6th day of January, 2025 in the University of Southern Mindanao, Kabacan, Cotabato.

PROF. JAY-R G. VILDAC
Head of Office/Department/Unit

Date: _____

Attested by:

NERISSA G. DELA VIÑA, Ph.D,
HRMO

201 file
Admin
COA
CSC

AINCS Form No. 4
Revised 2025

Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO

CERTIFICATION OF ASSUMPTION TO DUTY

This is to certify that Ms./Mr. SANDRA ANGELA A. BANGCAYA has assumed the duties and responsibilities as ASSOCIATE PROFESSOR of University of Southern Mindanao effective January 14, 2026.

This certification is issued in connection with the issuance of the appointment of Ms./Mr. SANDRA ANGELA A. BANGCAYA as Associate Professor.

Done this 14th day of January, 2026 in University of Southern Mindanao.

CHERYL Y. DULAY
Head of Office/Department/Unit

Attested by:

NERISSA G. DELA VIÑA,Ph.D.
HRMO

Date: January 14, 2026

201 file
Admin
COA
CSC

For submission to CSC FO within 30 days from the date of assumption of the appointee


Monday Moves
Take a leap in your career
Try the LEAPER approach
Congratulations
NIKKI JANE BENITO
Assistant Professor
USM Main - CSM
LOTIS CUBIN
DINDO EREJE
MARCHIE LOU EREJE
MELANIE OCRETO
EBRAHIM OMAR
MARK SABANGAN
RONEL NARINGAHON
HELEN MAGLUNSOD
WednesDate
Recruitment is on!
Hiring for COS Registered Nurses


University of Southern Mindanao
HUMAN RESOURCE MANAGEMENT & DEVELOPMENT OFFICE
Congratulations
NIKKI JANE BENITO
Assistant Professor
USM Main - CSM
For completing the five modules of
SINTIDO 3.2 Teaching and Learning Management Course
of the
Linang Tao Academy
17 completers
74 enrollees
as of December 22, 2025
System Initiative for Teaching and Learning Innovation and Development of Knowledge (SINTIDO) prepares faculty workforce to face the challenges of a Smart University System
Caring Careers, Supporting Excellence
Linang Tao Academy
SMart niversity