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State College of Agriculture and Technology
Cabitan, Mandaon, Masbate
INSTITUTIONAL ACCREDITATION

AREA III

FACULTY

AREA III- FACULTY - DEBESMSCAT commit to maintaining a fair, transparent, and merit-based system for the recruitment, selection, and appointment of faculty members. We ensure that qualified and competent individuals are given equal opportunities to serve the institution. We will continuously support faculty members in improving their knowledge, skills, and professional competencies through appropriate training and development programs. We remain committed to upholding policies that promote academic excellence, fairness, and professional growth.

We also commit to providing a supportive environment where faculty members can effectively perform their teaching and other institutional responsibilities. We shall promote proper workload management, regular performance evaluation, and opportunities for career advancement. We will encourage faculty members to participate in research, extension, training, seminars, and other activities that contribute to their professional development. Through these efforts, we aim to strengthen faculty performance and contribute to the continuous improvement of DEBESMSCAT.



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RECRUITMENT, SELECTION, AND COMPENSATION

A.1 Recruitment System

A.1.1 The System of Recruiting Faculty

The recruitment and selection system at DEBESMSCAT is anchored on the fundamental principle of merit and fitness, ensuring that the most qualified individuals are appointed to faculty positions. This system operates within the broader framework of Civil Service laws and regulations, particularly adhering to the policies set forth by the Civil Service Commission (CSC). The institution maintains a strong commitment to equal employment opportunity, explicitly prohibiting discrimination on the basis of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation.

The College exercises its prerogative to establish standards that may exceed the minimum qualifications prescribed by the Civil Service Commission, approval from its governing Board of Trustees (BOT) and are furnished to the CSC for their information. This flexibility allows the institution to maintain academic excellence while ensuring that all standards are consistently applied across all appointments.

A critical aspect of the policy framework is the mandatory screening requirement that applies to all applicants for teaching positions, regardless of the nature of the appointment, whether permanent, temporary, casual, contractual, job order, contract of service, or part-time. This universal application of screening procedures ensures that all faculty members meet the institution's quality standards, irrespective of their employment status.

Policies

The entire system is anchored on the following core principles:

1. **No Discrimination:** The selection of employees is without discrimination on account of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation.
2. **Merit and Fitness:** All appointments are based strictly on merit and fitness, not on religious, political, or any other consideration.
3. **Compliance with CSC Rules:** The rules and regulations on recruitment are consistent with Civil Service laws and rules. The college may set higher standards, provided these are approved by its governing board (the Board of Trustees) and are consistently applied.

4. Screening by Selection Board: All applicants for teaching positions must be screened by the Faculty Human Resource Merit Promotion and Selection Board (FHRMPSB) regardless of the status of the appointment (permanent, temporary, casual, contractual, etc.).

The Selection Committee: The Faculty Human Resource Merit Promotion and Selection Board (FHRMPSB)

Faculty Human Resource Merit Promotion and Selection Board (FHRMPSB)

The FHRMPSB is the primary body responsible for screening and evaluating faculty applicants. Its composition reflects a balanced representation of academic leadership, faculty representatives, and administrative support:

1. Chairman: The Vice President for Academic Affairs serves as Chairman, providing strategic leadership and ensuring alignment with academic priorities.
2. Member: A Senior Faculty Member chosen by the SUC President brings substantive academic experience and perspective to the evaluation process.
3. Member B: The President of the CSC-accredited Federation of Faculty Association/Union represents faculty interests and ensures transparency in the selection process. In the absence of an accredited faculty association, a representative chosen through general election serves in this capacity.
4. Member: A Ranking Professor whose specialization aligns with the nature of the teaching position to be filled, chosen by the head of the college/department requiring such expertise. This ensures specialized assessment of candidates' qualifications in their specific academic fields.
5. Member: The Dean/Director of the College where the vacancy exists provides institutional context and identifies specific departmental needs.
6. Member: The Human Resource Management Officer (HRMO) ensures compliance with HR policies and procedures.
7. Secretary: A designated regular personnel member, with HRMO assistance, maintains records of proceedings and coordinates with department chairpersons to identify qualified internal candidates.

Duties and Functions of the HRMPSB

The Board's responsibilities extend across the entire selection process:

1. **Adopting Formal Screening Procedures:** The Board develops and implements formal screening procedures and criteria for candidate evaluation, ensuring reasonable and valid standards for assessing competence and qualifications.
2. **Formulating Evaluation Criteria:** The Board establishes evaluation criteria that suit job requirements and reflect the specific demands of faculty positions. These criteria consider educational attainment, teaching experience, research productivity, extension activities, and professional development.
3. **Disseminating Selection Information:** The Board ensures that screening procedures and selection criteria are properly communicated to all officials, employees, and interested applicants. Any modifications to these procedures are likewise disseminated promptly.
4. **Conducting Systematic Assessment:** The Board prepares systematic assessments of candidates' competence and qualifications, maintaining fairness and impartiality. To enhance objectivity, the Board may employ external or independent resource persons and initiate innovative assessment schemes.
5. **En Banc Evaluation and Deliberation:** The Board evaluates and deliberates en banc on the qualifications of candidates in the selection line-up. This collective decision-making process ensures thorough consideration of all applicants.
6. **Submitting Recommendations:** The Board submits a list of recommended candidates for appointment to the Board of Trustees through the SUC President. This list must specify the top five ranking candidates whose overall point scores are comparatively at par based on the comparative assessment.
7. **Maintaining Records:** The Board maintains records of its deliberations, ensuring accessibility to interested parties upon written request and for inspection and audit by the Civil Service Commission.
8. **Orienting Officials and Employees:** The Board orient officials and employees on personnel action policies, including gender and development dimensions of the College's Merit Selection Plan.

The Recruitment and Selection Process/Procedure

The process follows a detailed, documented procedure from the identification of a vacancy to the issuance of an appointment.

1. Identification of Vacancy. The Dean of each college or the head of a unit of all colleges at DEBESMSCAT identifies the specific field of specialization needed to be hired.
2. Submission of Required Personnel. The Dean/Unit Head submits a list to the Office of the President for approval. This list details the number and specific qualifications of the needed manpower. Once approved, the list is forwarded to the Human Resource Management Officer (HRMO) for publication.
3. Publication of Vacancy. All vacancies must be published as per Republic Act No. 7041 (ensuring transparency in government hiring). Vacancies are also disseminated through bulletin boards, the agency website, and flag-raising/flag-lowering ceremonies. A vacant position can only be filled ten (10) calendar days after publication.
4. Receipt and Evaluation of Applications. Interested applicants (both internal and external) must signify their interest in writing to the HR Unit, in addition, Applicants with pending administrative cases are not disqualified from applying.
5. Promotion. An employee can apply for a promotion only after performing their current duties for at least one year and receiving a performance rating of Very Satisfactory or better in their last two rating periods.
6. Notice. Qualified applicants are informed/invited for assessment, while non-qualified applicants are also notified.
7. Assessment. This is a rigorous, multi-part assessment designed to evaluate competency, knowledge, and personality.
 - Competency-Based Written Examination is Administered by the HR Unit to all applicants.
 - Ethics Oriented Personality Test (EOPT) is required for each applicant, in coordination with the CSC or a reputable testing agency (as per CSC MC No. 6, s. 2017).
 - Work Sample Test (for specific positions) is For skills and trades/crafts positions, a work sample test is administered before the written exam.

- The HRMPSB conducts a BEI on shortlisted applicants to assess behavioral competencies.
 - The HR Unit conducts a BI on the top five (5) candidates to gather information from their supervisors, peers, and subordinates. For applicants with no work experience, this is done on school officials and references.
 - The first choice of the appointing authority must undergo a medical assessment. If found unfit, the second choice is offered the position.
8. Selection and Approval. The appointing authority (the SUC President) assesses the merits of the HRMPSB's recommendation. The SUC President selects the best-qualified candidate and forwards the recommendation to the Board of Trustees, who makes the final appointment/confirmation.
9. Issuance of Appointment. The HRMO prepares the necessary appointment forms. The appointment cannot be issued earlier than the date of the final deliberation of the HRMPSB. All documentary requirements must be complied with before the appointment is finalized.

Criteria for Selection

Educational Qualifications. The appointment of faculty members is strictly based on merit and fitness, with clear educational requirements established for each rank:

For Instructor I to II:

- Education: Master's Degree
- Experience: 2 years of relevant experience
- Training: None required
- Eligibility: None required (except RA 1080 for courses requiring Bar or Board eligibility)

For Associate Professor I to V:

- Education: Master's Degree
- Experience: 3 years of relevant experience
- Training: 16 hours of relevant training

- Eligibility: None required (except RA 1080 for courses requiring Bar or Board eligibility)

For Professor I:

- Education: Doctorate Degree
- Experience: 4 years of relevant experience
- Training: 24 hours of relevant training
- Eligibility: None required (except RA 1080 for courses requiring Bar or Board eligibility)

For Professor II to VI:

- Education: Doctorate Degree
- Experience: 5 years of relevant experience
- Training: 32 hours of relevant training
- Eligibility: None required (except RA 1080 for courses requiring Bar or Board eligibility)

For College/University Professor:

- Education: Doctorate Degree
- Experience: 5 years of relevant experience
- Training: 32 hours of relevant training
- Eligibility: None required (except RA 1080 for courses requiring Bar or Board eligibility)

Promotion Criteria

Faculty promotion at DEBESMSCAT follows the National Budget Circular (NBC) No. 461 evaluation system, requiring candidates to meet corresponding points in the Common Criteria for Evaluation (CCE) and Qualitative Contribution Evaluation (QCE). The promotion process adheres to specific guidelines:

1. Promotions are conducted only after two evaluation periods and not more than once a year.

2. Faculty members must obtain a rating of Very Satisfactory or better after two rating periods to be eligible for promotion.
3. The filing of administrative charges does not automatically disqualify a faculty member for promotion; however, the promotional appointment is withheld until the case is finally decided.

Lateral Promotion

Faculty at DEBESMSCAT may also be promoted laterally using the Common Criteria for Evaluation under NBC 461, providing alternative pathways for career advancement based on demonstrated competence and contributions.

The Promotion Procedure

The promotion at DEBESMSCAT process consists of five consecutive steps:

1. *Announcement and Publication of Vacant Positions/Ranks.* Vacancies are publicly announced to ensure transparency and attract qualified candidates.
2. *Evaluation of Credentials by FHRMPSB.* The Faculty Human Resource Merit Promotion and Selection Board evaluates applicants' credentials against established criteria.
3. *Submission of Ranking to College President.* The Board submits the ranking of qualified applicants to the College President for consideration.
4. *Selection/Approval by College President.* The College President makes the final selection based on the Board's recommendations and institutional needs.
5. *Transmission of Results to Applicants.* Results are communicated to applicants through the HRMO, ensuring timely notification of outcomes.

Types of Appointments.

The College issues various types of appointments based on the nature of employment and institutional requirements:

- A. *Permanent*: Issued to those who meet all qualification requirements and are appointed to positions in the career service.
- B. *Temporary*: Issued to those who meet all qualification requirements except eligibility, typically for a maximum of twelve months. Temporary appointees may be terminated without being replaced or may be replaced by qualified eligibles during the twelve-month period.
- C. *Substitute*: Issued when the regular incumbent is temporarily unable to perform duties (due to approved leave, suspension, scholarship grant, or secondment), effective only until the incumbent's return.
- D. *Coterminous*: Issued to persons whose tenure is limited to a specified period or based on trust and confidence of the appointing officer. Categories include:
 - Coterminous with the appointing officer/authority
 - Coterminous with the head of organizational unit where assigned
- E. *Fixed Term*: Issued to persons with specified terms of office subject to reappointment, such as SUC Presidents and Heads of Agency.
- F. *Contractual*: Issued for specific work or jobs for a limited period not exceeding one year, renewable based on performance.
- G. *Casual*: Issued for essential and necessary services where regular staff are insufficient, for emergency cases, and for intermittent periods not exceeding one year.
- H. *Contract of Service*: Issued for specific services under contract.
- I. *Job Order*: Issued for specific jobs or tasks.
- J. *Part-time*: Issued to faculty members rendering part-time teaching services

The Probationary Period

Original appointees in the career service with permanent status undergo a probationary period at DEBESMSCAT to assess their performance and character. The probationary period generally lasts six months or as required by the position

Probationary Period Requirements

1. Performance targets and work output standards are set, agreed upon, and signed by the probationer, immediate supervisor, and head of agency within five days of assumption.
2. Performance is reviewed at least twice during the probationary period, typically within three or six months.
3. Performance reviews consider competencies (knowledge, skills, and attitude) and job-related critical incidents.
4. Probationers receive copies of feedback, critical incident records, and performance evaluation report.

Termination During Probation. The services of a probationary appointee may be terminated for unsatisfactory conduct or want of capacity before the end of the second performance review.

Termination requires:

1. At least two supporting documents:
 - A. Performance Evaluation Report
 - B. Report of immediate supervisor on job-related critical incidents
 - C. Other valid supporting documents
2. A Notice of Termination issued within fifteen days after unsatisfactory conduct or want of capacity is proven.
3. The notice becomes effective after fifteen days from receipt by the employee, and may be appealed to the CSC Regional Office.

Regularization. If no notice of termination is given before the expiration of the probationary period, the probationer automatically becomes a regular employee.

Work Instruction in the Recruitment, Selection, and Placement/Promotion of teaching Personnel

Document Control Number:
DEBESMSCAT-WI-HRMO-01

	Republic of the Philippines DR. EMILIO B. ESPINOSA SR., MEMORIAL STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY Cabitan, Mandaon, Masbate www.debesmscat.edu.ph	
	WORK INSTRUCTION	
	Recruitment, Selection and Placement	

WORK INSTRUCTION

1.0 Objective

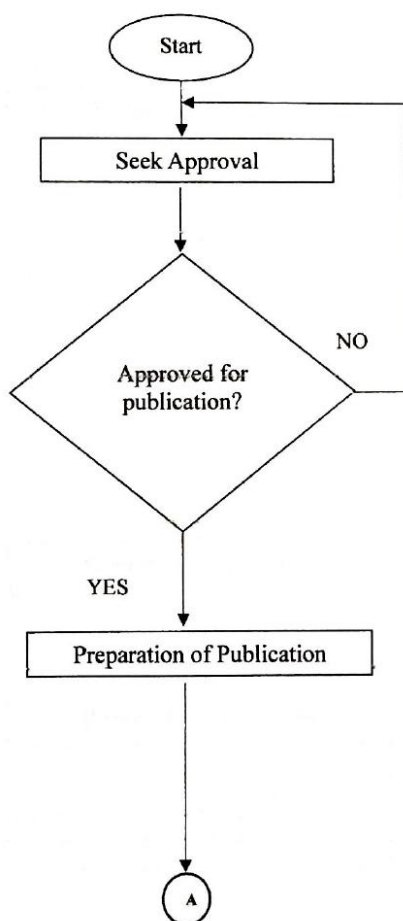
To serve as guide in the Recruitment, Selection and Placement Process.

2.0 Scope

This work instruction covers the Recruitment, Selection and Placement Process for all employees regardless of appointment status (Permanent, temporary, casual, contractual, contract of service and job order).

3.0 Procedure

PROCESS FLOW



RESPONSIBILITY

HRMO Staff

HRMO Staff
SUC President III

DETAILS

Check if there are vacant positions in the Personnel Services Itemization and Plantilla of Personnel (PSIPOP)

List of identified vacancies is presented to the SUC President III for his action whether to publish or not

Prepare the publication of vacant position using CS Form 9 (Request for Publication). Review entries in the corresponding publication of vacant position to ensure error-free entries.

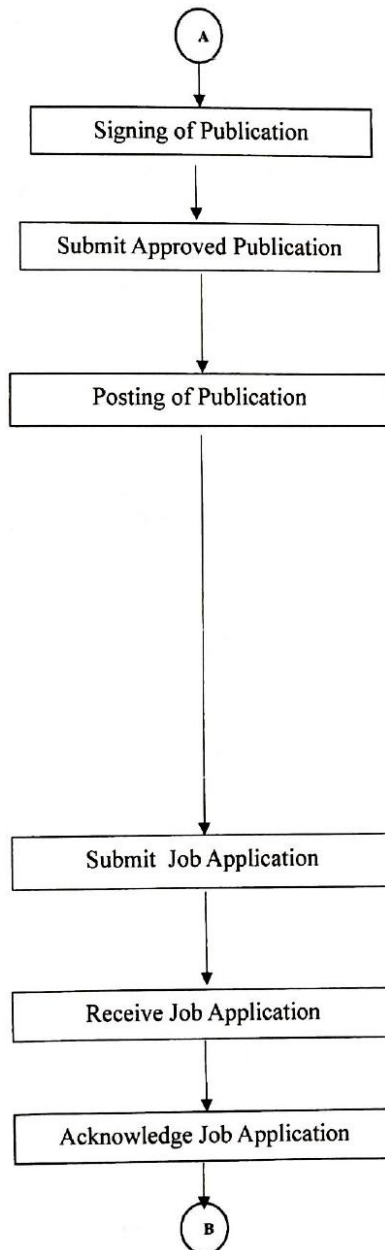
Ensure that the minimum qualification standard of each position being published is followed, correct item number, salary, salary grade and correct position title as found in the CSC Qualification Standard Manual, CSC Memorandum Circular for certain positions, Personal Services Itemization and Plantilla of Personnel (PSIPOP) issued by the DBM.

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PROCESS FLOW



RESPONSIBILITY

SUC President III or Officer- In-Charge	SUC President III or Officer-In-Charge signs the Publication of vacant positions.
HRMO Staff	Submit the approved Publication of Vacant positions to Civil Service Commission to be stamped received by the said Office
HRMO Staff Public Information Office	All publication of vacant positions regardless of appointment status (permanent, temporary, substitute, contractual, contract of service and job order) shall also be published in the official face book page, web page of the College thru the Public Information Office and posted in the bulletin board of the different colleges and other conspicuous places to scout more applicants. Publication will run for 10 calendar days pursuant to RA 7041 (Publication Law)
Applicants (Insider/ Outsider)	Interested and qualified applicants will submit job application documents as required in the publication at the Records Office
Records Staff HRMO Staff	Receive application letter in the logbook. Stamped receive all job application received.
HRMO Staff	Acknowledge received job application through email or text.

Effectivity Date: January 2, 2025

Rev. No.: 00

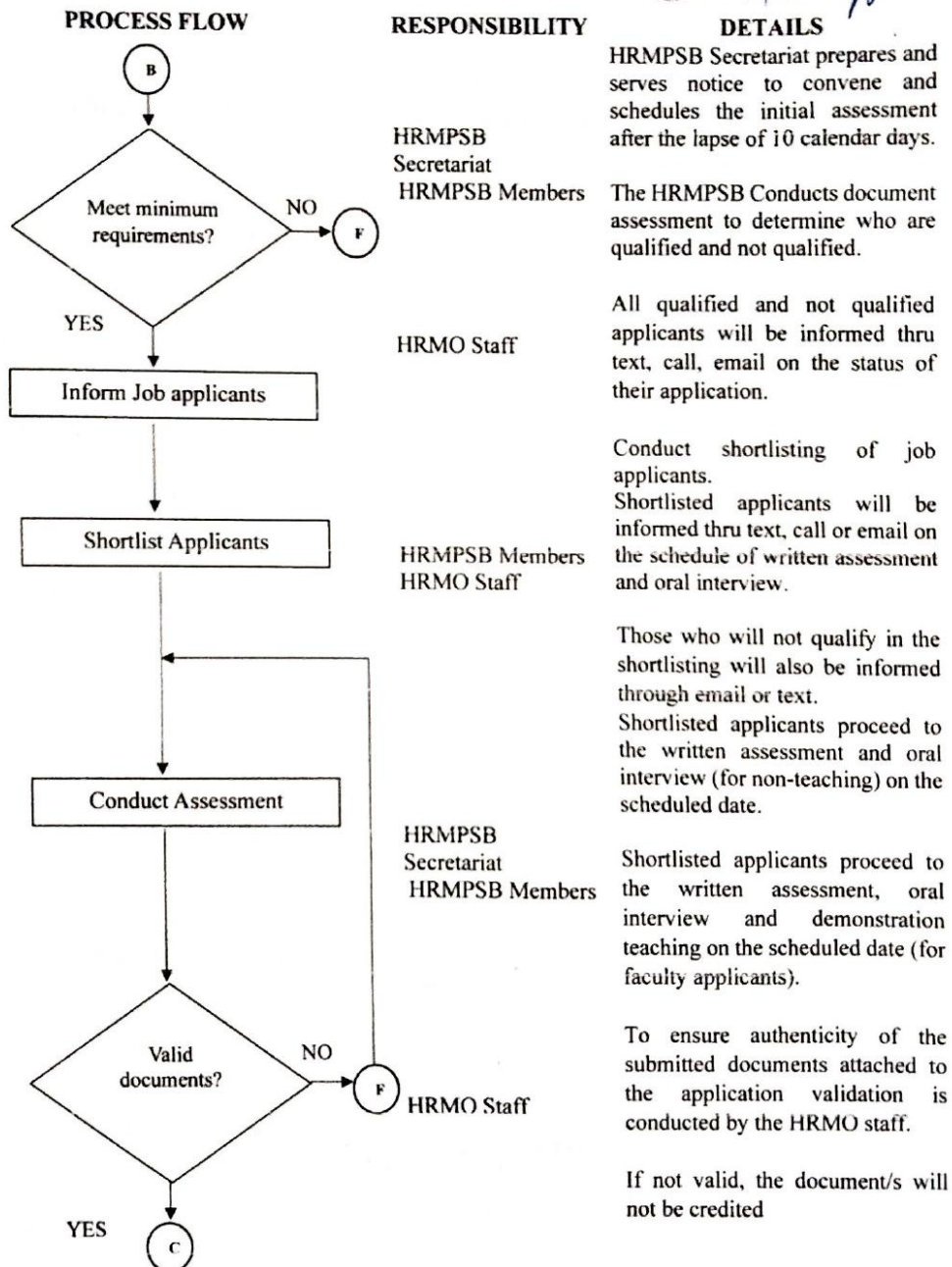
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WORK INSTRUCTION
Recruitment, Selection and Placement



Effectivity Date: January 2, 2025

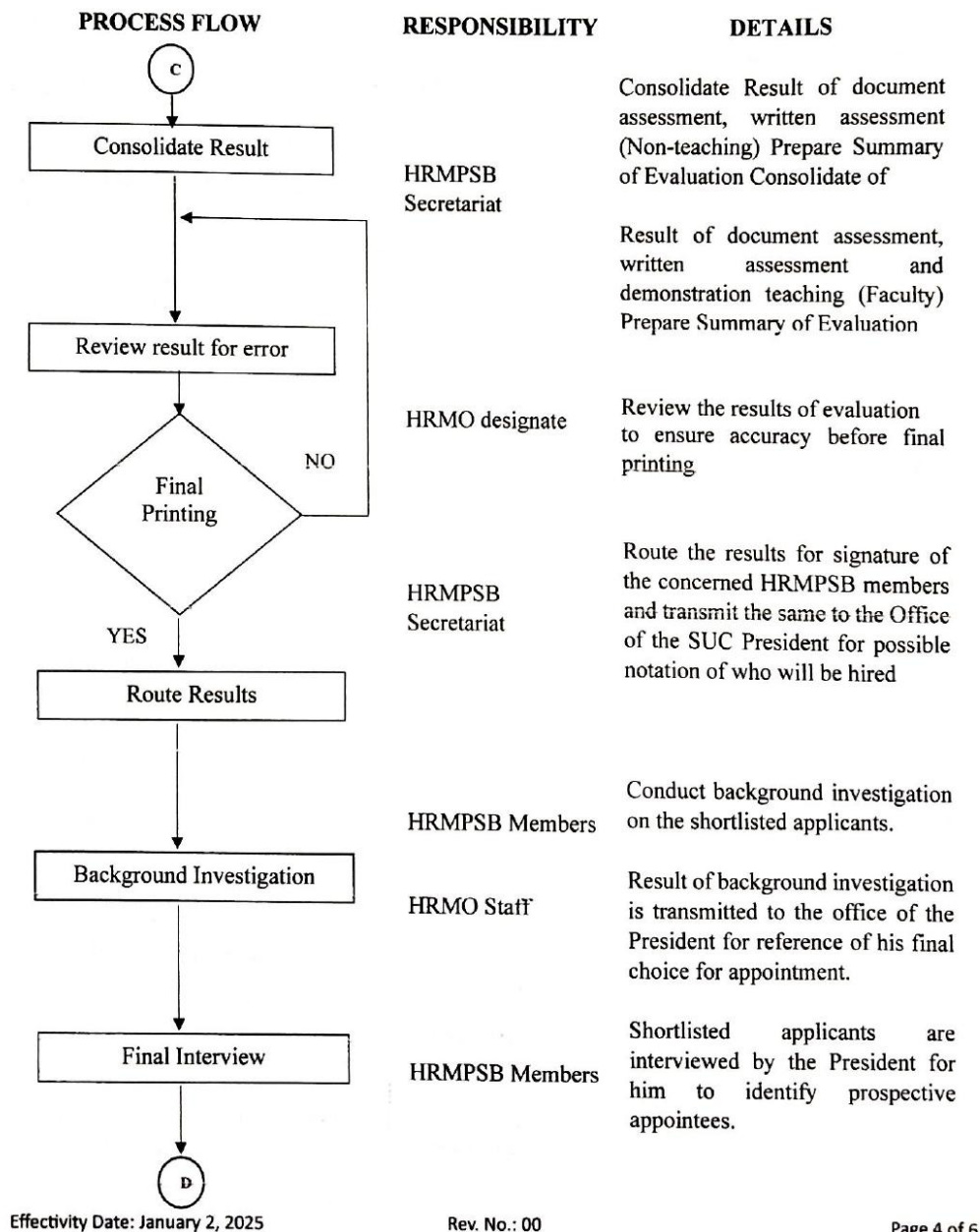
Rev. No.: 00

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DEBESMSCAT-WI-HRMO-01

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Shortlisted applicants present the original copy to the validating staff.



Effectivity Date: January 2, 2025

Rev. No.: 00

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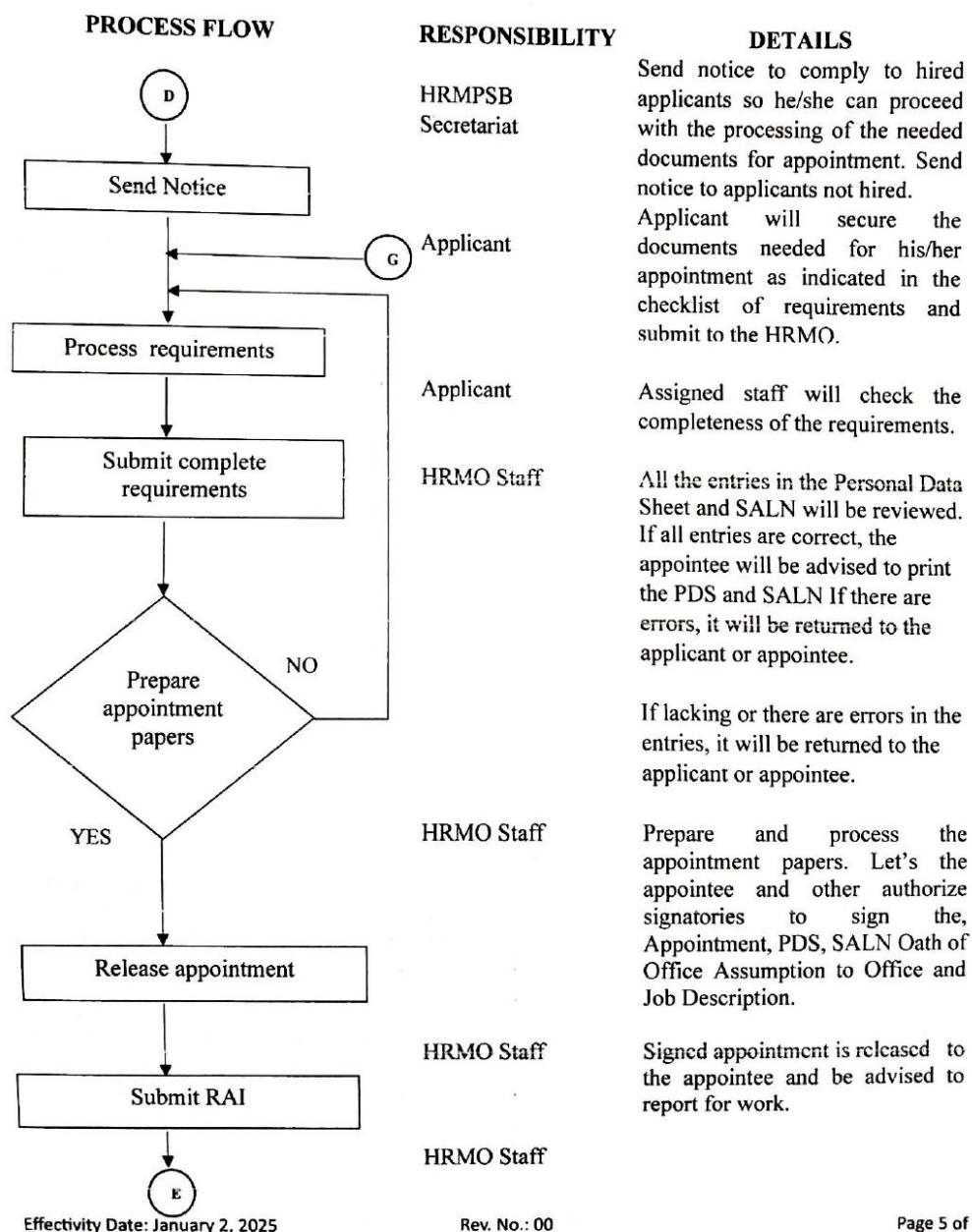


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WORK INSTRUCTION Recruitment, Selection and Placement



Return the Result of Evaluation to
the HRMO with notation of who
will be appointed



Effectivity Date: January 2, 2025

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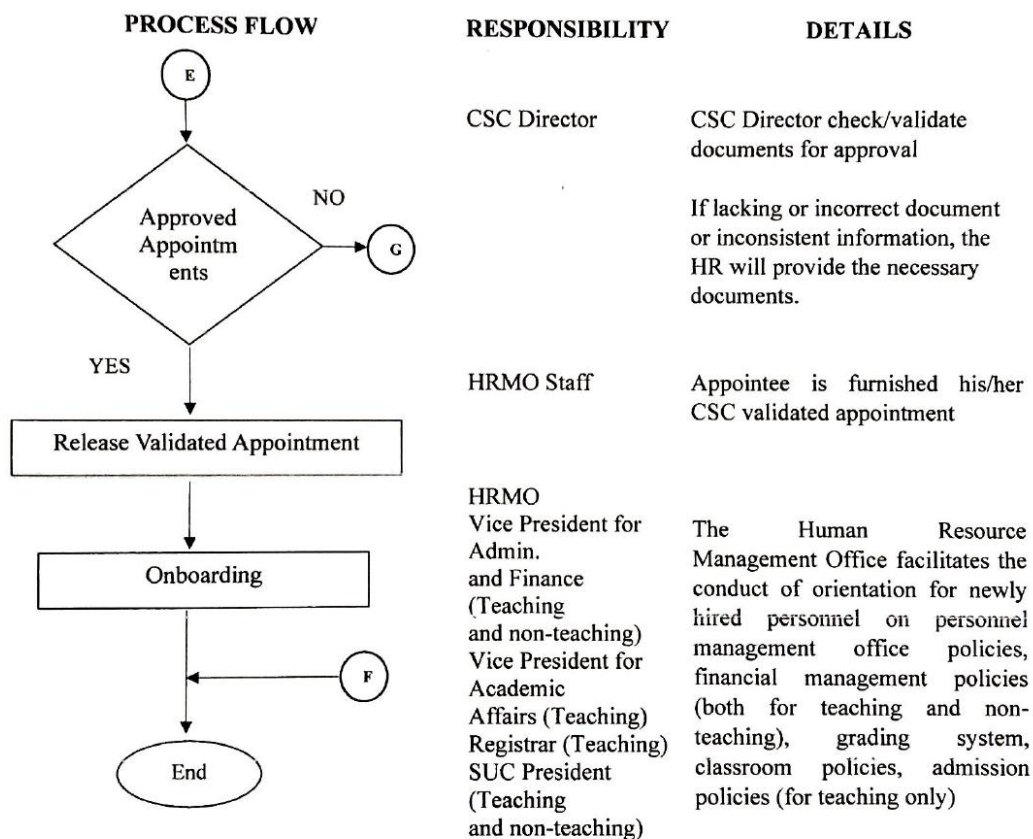
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WORK INSTRUCTION

Recruitment, Selection and Placement



Report on Appointment Issued will
be submitted to Civil Service
Commission for Validation



4.0 Reference Documented Information

DEBESMSCAT-F-QMS-01 – Quality Management System Manual
DEBESMSCAT-F-PM-01 – Control Documented Information Procedural Manual
RA 7041 Publication Law
ORA OHRA
Qualification Standard
DEBESMSCAT-F-HRMO-37 - Evaluation Form

Document Control Number:
DEBESMSCAT-WI-HRMO-01



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WORK INSTRUCTION
Recruitment, Selection and Placement

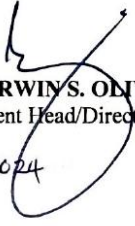


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Vice President

Date: 12/12/2024

A.1.2 The System of Recruiting Staff

The recruitment and selection system at DEBESMSCAT represents a comprehensive, legally-grounded framework designed to attract, evaluate, and appoint the most qualified personnel across all staff categories. This system operates within the broader context of Philippine Civil Service laws and regulations, ensuring that all hiring decisions are based on merit, fitness, and equal opportunity principles.

To maintain the integrity and responsiveness of this system, the DEBESMSCAT Non-Teaching Human Resource Merit Promotion and Selection Board (NTHRMPSB) continually refines its assessment criteria. The latest refinement is formalized in HRMPSB-NT-Reso-No-2023-02, titled "A Resolution by the DEBESMSCAT Non-Teaching Human Resource Merit Promotion and Selection Board Amending Further the Relevant Provisions of the Existing Criteria for Assessment of Non-Teaching Applicants Effective Immediately. The Institution follows these fundamental principles in hiring staff:

- A. No Discrimination - Selection of employees is based on merit, not on age, sex, sexual orientation, gender identity, civil status, disability, religion, ethnicity, or political affiliation.
- B. Compliance with Civil Service Rules - All recruitment follows Civil Service laws and regulations.
- C. Qualification Standards - All appointees must meet the minimum qualifications set by the Civil Service Commission. The College may set higher standards if approved by its governing board and consistently applied.
- D. Mandatory Screening - All applicants for both teaching and non-teaching positions must be screened by the proper Human Resource Merit Promotion and Selection Board (HRMPSB), regardless of the type of appointment (permanent, temporary, casual, contractual, job order, contract of service, or part-time).

The Recruitment Process

- A. Identification of Vacancy. Deans of colleges and heads of units identify the needed fields of specialization or positions to be filled. They determine the number of positions needed, specific qualifications required, and when the positions will be needed.
- B. Submission and Approval. The list of needed personnel is submitted to the Office of the President for approval. Once approved, the list is forwarded to the Human Resource Management Office (HRMO) for publication.

C. Publication of Vacancy. All vacancies must be published under Republic Act No. 7041. Publication Channels:

- Bulletin boards in all departments and colleges
- Agency website/DEBESMSCAT Official Facebook page
- Flag raising and lowering ceremonies
- Other appropriate modes.

A vacant position can only be filled after ten calendar days of publication.

D. Receipt of Applications. All interested applicants (internal or external) must signify their interest in writing to the HR Unit. However, next-in-Rank Employees - Qualified next-in-rank employees are automatically considered for promotion.

Employees applying for promotion must have:

- At least one year in their current position
- Performance rating of at least Very Satisfactory in the last two rating periods
- Applicants with pending administrative cases are not disqualified from applying.
- Employees who retired, resigned, or transferred undergo the regular assessment process for reemployment.
- Applicants on scholarship, study grant, training, or approved leave may still apply.

E. Notification of Applicants. Qualified applicants are informed of the assessment schedule through text, call, email, or letter. Usually they were contacted via their email address. In addition, in compliance with RA 6713), Non-qualified applicants are also informed of their status.

Criteria for Selection of Non-Teaching Staff

Based on official resolutions (NT-HRMPSB Resolution No. 2023-02 and No. 2026-01), the criteria are as follows:

A. Document Evaluation (60 points maximum)

1. Education (20 points maximum)

- **5 points for Graduate of Bachelor of Laws/Juris Doctor/Doctor of Medicine** - Credited as Master's degree equivalent.
- **5 points for Graduate of Master's degree**
- **College Graduate** - Points based on relevance to the position

2. Performance Rating (10 points maximum)

- Based on the applicant's performance ratings in their current/previous position

3. Relevant Experience (10 points maximum)

- Work experience directly related to the position applied for

4. Relevant Training, Seminars, and Conferences (10 points maximum)

The training criteria is divided into two components:

Level of Training (Points per day)

Level	Points Per Day
Local	0.2 per day
Regional/National	0.4 per day
International	0.6 per day

Type of Training (Maximum Points)

Types of Training	Maximum Points
Supervisory/Managerial/Functional/Administrative Trainings	5 points
ICT/Digital Skills Training	3 points
Behavioral/Values-Based Training/Foundational/General Training	2 points

The criteria above ensure that trainings directly relevant to the duties of the position are given appropriate weight, rather than just counting the number of trainings attended.

5. Awards and Honors Received (5 points maximum)

Award Type	Points
Summa Cum Laude	2.5 points
Magna Cum Laude	1.5 points
Cum Laude	1.0 point
Award/s through competitive selection (e.g., Best Employee, Dangal ng Bayan)	2.5 points (1 point per award)

6. Relevant Eligibility (5 points maximum)

- Civil Service Eligibility or other required license

Assessment Phase (40 points maximum)

Assessment Type	Points
<i>Written Assessment</i>	20 points (or 10 points if competency assessment is required)
<i>Oral/Interview Assessment (BEI)</i>	20 points
<i>Competency Assessment (for selected positions)</i>	10 points

However, new resolution introduces key amendments to the evaluation process for non-teaching positions, ensuring a more holistic and rigorous selection procedure. The salient features of the amended criteria are as follows:

Education

A clear credit system is now in place for advanced degrees:

Graduate degrees such as Bachelor of Laws, Juris Doctor, or Doctor of Medicine will now be credited equivalently to a Master's degree, awarding the applicant **five (5) points**.

Awards and Honors Received

The resolution specifies point allocations for academic excellence and professional recognition:

Undergraduate Honors:

- Summa Cum Laude: 2.5 points
- Magna Cum Laude: 1.5 points
- Cum Laude: 1.0 point
- (Document required: Certification or Certificate of Eligibility PD 907)

Professional Awards: A total of 2.5 points can be earned for awards received through a competitive selection process (e.g., Best Employee, Best Supervisor, Dangal ng Bayan). This is allocated at 1 point per award.

Written Assessment

The weight of the written examination is now variable, depending on the nature of the position:

- For positions that do not require a competency assessment, the Written Assessment is equivalent to 20 points.
- For positions that require a competency assessment, the Written Assessment is equivalent to 10 points.

Competency Assessment

A significant addition to the process is the inclusion of a Competency Assessment, which is now a mandatory component for selected positions. This assessment is valued at ten (10) points and forms an integral part of the overall evaluation process.

Composition of the Selection Committee (NT-HRMPSB)

The Non-Teaching Human Resource Merit Promotion and Selection Board is formally constituted to ensure a systematic, transparent, and merit-based process for career advancement within the non-teaching personnel. The Board is composed of the following designated officials and representatives, each playing a distinct and critical role in the screening and selection of qualified candidates:

The Non-Teaching Human Resource Merit Promotion and Selection Board is formally constituted with the following members:

1. **Chairman:** The Vice President for Administration and Finance serves as the Chairman of the Board.
2. **Members:**
 - The President of the Association of Non-Teaching Personnel.

- The Human Resource Management Officer.

3. Level Representatives:

- A representative from the 2nd Level positions, who participates only in screenings for 2nd level vacancies.
- A representative from the 1st Level positions, who participates only in screenings for 1st level vacancies.

4. Alternate Members:

- An Alternate Member for the 1st Level Representative.
- An Alternate Member for the 2nd Level Representative.

5. Secretary: A Secretary designated from the regular personnel.

Additional Provisions: The accredited employee organization is granted the authority to designate an alternate for its representative to ensure continuity of participation. Both the 1st Level and 2nd Level Representatives, along with their respective alternates, shall serve a fixed term of two (2) years, thereby providing stability and sustained institutional knowledge within the Board.

This composition is designed to foster a fair, collaborative, and objective evaluation of all candidates, ensuring that promotion and selection decisions are made in the best interest of the institution and its workforce.

Duties and Functions of the NT-HRMPSB

The Selection Board is entrusted with several essential responsibilities to ensure a fair and orderly promotion process. First, it establishes formal screening procedures and defines the criteria by which candidates will be evaluated. These standards are carefully tailored to match the specific requirements of each job. Once the procedures and criteria are set, the Board makes sure that all employees and applicants are properly informed about them.

In carrying out its work, the Board conducts a systematic and impartial assessment of every candidate. After thorough evaluation, the Board recommends a list of the top five candidates to the SUC President, who forwards it for final action. Throughout the process, the Board keeps

complete records of its deliberations, which must be available for inspection and audit by the Civil Service Commission. Additionally, the Board takes part in orienting officials and staff on personnel policies, including gender and development perspectives, so that everyone understands the rules that govern their career advancement.

Once the Board has completed its evaluation, the results are sent to the Office of the President for the final decision. The appointing authority then chooses the applicant who is deemed the best qualified for the position.

Before the appointment is finalized, the first choice must undergo a medical assessment using CSC Form 211. If the first choice is found medically unfit, the second choice is selected and undergoes the same medical examination. After this step, the successful applicant is notified and asked to report for work and prepare the necessary documents.

The Human Resource Management Officer (HRMO) prepares the appointment using either CS Form 33 (Revised 2017) for regular appointments, or the approved pro-forma for contract of service or job order. However, the appointment can only be issued after the applicant has completed all required documentary requirements. These include the Personal Data Sheet (CSC Form 212), a Medical Certificate with laboratory results, a Sworn Statement of Assets and Liabilities, an NBI Clearance, the Official Transcript of Records, any required Certificate of Eligibility or License, the Position Description Form, the Oath of Office, a PSA-authenticated Birth Certificate, a Marriage Contract (if applicable), and documentary stamps.

The Human Resource Management Officer facilitates orientation for newly hired personnel, covering personnel management policies, financial management policies, and, for teaching staff, the grading system, classroom policies, and admission policies.

Finally, the completed appointment must be submitted to the Civil Service Commission within thirty (30) calendar days from the date it is issued. This ensures that the entire process is properly documented and complies with government regulations.

Appointment Types for Non-Teaching Personnel

Type of Appointment	Description
<i>Permanent</i>	Issued to those who meet all qualification requirements and are appointed to career service positions

Type of Appointment	Description
<i>Temporary</i>	Issued to those who meet all requirements except eligibility (maximum 12 months)
<i>Substitute</i>	Issued when regular incumbent is on approved leave (minimum 3 months)
<i>Coterminous</i>	Tenure limited to term of appointing officer or head of unit; based on trust and confidence
<i>Fixed Term</i>	Issued with specified term of office (e.g., SUC President, agency heads)
<i>Contractual</i>	For specific work or job not exceeding one year; renewable based on performance
<i>Casual</i>	For essential and emergency services when regular staff are insufficient; not exceeding one year
<i>Contract of Service</i>	For specific services under contract
<i>Job Order</i>	For specific jobs or tasks

Probationary Period

- *Duration:* Generally, *six (6) months* or as required by the position.

Who Must Undergo Probation:

1. Original appointees under permanent status
2. Non-career employees reappointed/reemployed to career positions under permanent status
3. Temporary appointees meeting eligibility requirements for permanent appointment
4. Those reemployed under permanent status
5. First-time appointees to closed career positions
6. Appointees whose positions require probationary period by law.

Performance Monitoring:

1. Performance targets and work output standards are set within 5 days of assumption.
2. Performance is reviewed at least twice during probation.
3. Critical factors reviewed include:

1. Competency (knowledge, skills, attitude)
2. Job-related critical incidents
3. Habitual tardiness and absenteeism

Termination During Probation:

1. Services may be terminated for *unsatisfactory conduct* or *want of capacity*.
2. Must be supported by at least two documents:
 1. Performance Evaluation Report
 2. Report of immediate supervisor on critical incidents
 3. Other valid supporting documents

Regularization:

- If no notice of termination is given before the probation period ends, the employee becomes regular.

X. Documentary Requirements

For Original Appointment (Permanent, Temporary, Casual/Reemployment):

- **Personal Data Sheet (CSC Form 212)** – 4 sets (handwritten or computerized, all items properly filled out)
- **Medical Certificate (CSC Form 211)** with the following attached results:
 - Chest X-ray Result
 - Drug Test Result
 - Blood Test Result
 - Urinalysis
 - Neuro-Psychiatric Examination Result
 - Psychological Test
- **Sworn Statement of Assets and Liabilities** – Properly subscribed
- **NBI Clearance** – Original copy
- **Authenticated Official Transcript of Records** – Original copy (with Special Order if graduated from a private college/university)
- **Certificate of Eligibility/Rating** – Original authenticated copy (for positions requiring eligibility)
- **Position Description Form**
- **Oath of Office**
- **Certificate of Live Birth** – Duly authenticated by PSA or LCR

- ***Marriage Contract*** – Duly authenticated by PSA or LCR (for married employees)
- ***Documentary Stamps*** – 2 pieces

DEBESMSCAT has adopted several policy updates and improvements to make the recruitment process more efficient, transparent, and responsive to current needs. These changes, embodied in recent resolutions, address key challenges such as managing high volumes of applicants, streamlining document handling, ensuring fairness in candidate assessment, and refining the evaluation criteria to better match job requirements. The specific enhancements are outlined as follows:

- **Shortlisting Mechanism** (Resolution No. 2024-01) – To manage the large number of applicants and expedite the assessment process, only the top ten applicants are allowed to proceed to the final interview phase.
- **Five Sets of Documents** (Resolution No. 2024-02) – To address the difficulty experienced by Board members in assessing documents and to reduce the burden on the Records and Archives Office in printing materials, applicants are required to submit five sets of documents. Failure to comply means the application will not be considered.
- **No-Show Policy** (Resolution No. 2024-03) – To compress the number of applicants and expedite the process, applicants who fail to appear for their scheduled assessment forfeit their privilege to be evaluated.
- **Face-to-Face Assessment** (Resolution No. 2024-04) – To allow initial observation of applicants, the assessment mode has been moved back to face-to-face, reverting from the online setup that was adopted during the pandemic.
- **Revised Training Criteria** (Resolution No. 2026-01) – This ensures that trainings directly relevant to the position are given appropriate weight, prevents the overvaluation of ICT or general trainings, and categorizes training by both level and type.

- Updated Selection Criteria (Resolution No. 2023-02) – The criteria on education, honors, awards, and written assessment have been amended, including the addition of a competency assessment worth ten points, with clarified points allocation for various credentials.



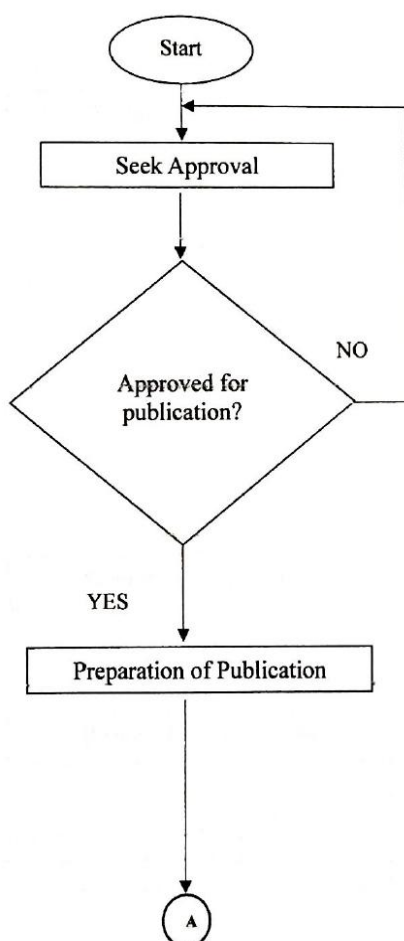
	Document Control Number: DEBESMSCAT-WI-HRMO-01 Republic of the Philippines DR. EMILIO B. ESPINOSA SR., MEMORIAL STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY Cabitan, Mandaon, Masbate www.debesmscat.edu.ph	
WORK INSTRUCTION		
Recruitment, Selection and Placement		

 Date 12/16/24 Sign: JH
 CONTROLLED COPY

To serve as guide in the Recruitment, Selection and Placement Process.

This work instruction covers the Recruitment, Selection and Placement Process for all employees regardless of appointment status (Permanent, temporary, casual, contractual, contract of service and job order).

PROCESS FLOW



HRMO Staff

HRMO Staff
SUC President III

Check if there are vacant positions in the Personnel Services Itemization and Plantilla of Personnel (PSIPOP)

List of identified vacancies is presented to the SUC President III for his action whether to publish or not

Prepare the publication of vacant position using CS Form 9 (Request for Publication). Review entries in the corresponding publication of vacant position to ensure error-free entries.

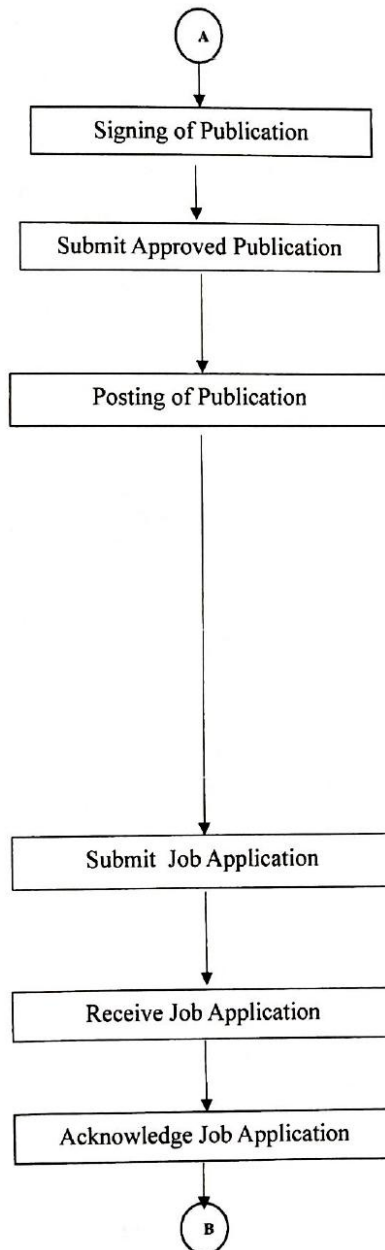
Ensure that the minimum qualification standard of each position being published is followed, correct item number, salary, salary grade and correct position title as found in the CSC Qualification Standard Manual, CSC Memorandum Circular for certain positions, Personal Services Itemization and Plantilla of Personnel (PSIPOP) issued by the DBM.

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	WORK INSTRUCTION	
	Recruitment, Selection and Placement	



PROCESS FLOW



RESPONSIBILITY

SUC President III or Officer- In-Charge	SUC President III or Officer-In-Charge signs the Publication of vacant positions.
HRMO Staff	Submit the approved Publication of Vacant positions to Civil Service Commission to be stamped received by the said Office
HRMO Staff Public Information Office	All publication of vacant positions regardless of appointment status (permanent, temporary, substitute, contractual, contract of service and job order) shall also be published in the official face book page, web page of the College thru the Public Information Office and posted in the bulletin board of the different colleges and other conspicuous places to scout more applicants. Publication will run for 10 calendar days pursuant to RA 7041 (Publication Law)
Applicants (Insider/ Outsider)	Interested and qualified applicants will submit job application documents as required in the publication at the Records Office
Records Staff HRMO Staff	Receive application letter in the logbook. Stamped receive all job application received.
HRMO Staff	Acknowledge received job application through email or text.

Effectivity Date: January 2, 2025

Rev. No.: 00

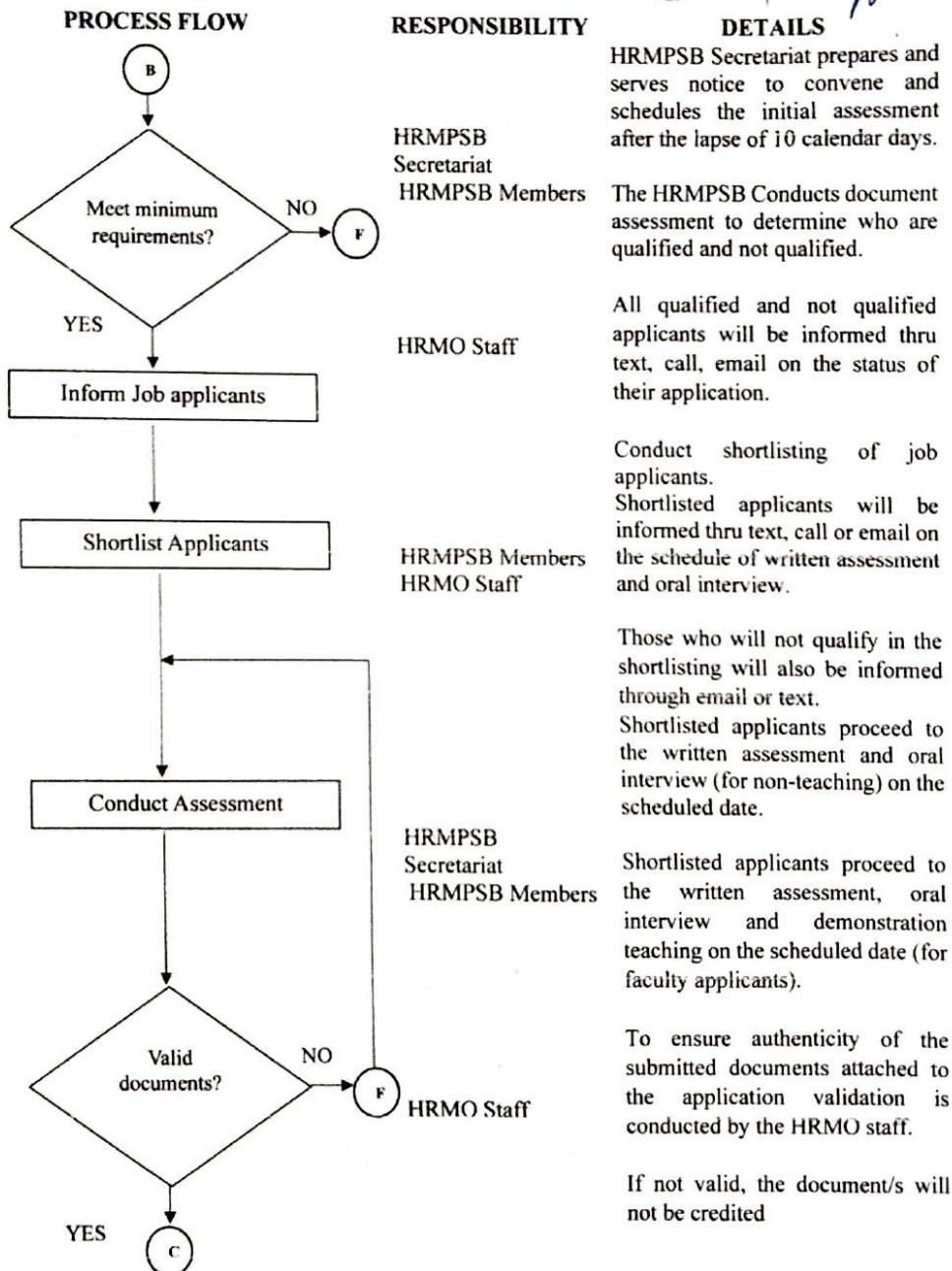
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Recruitment, Selection and Placement



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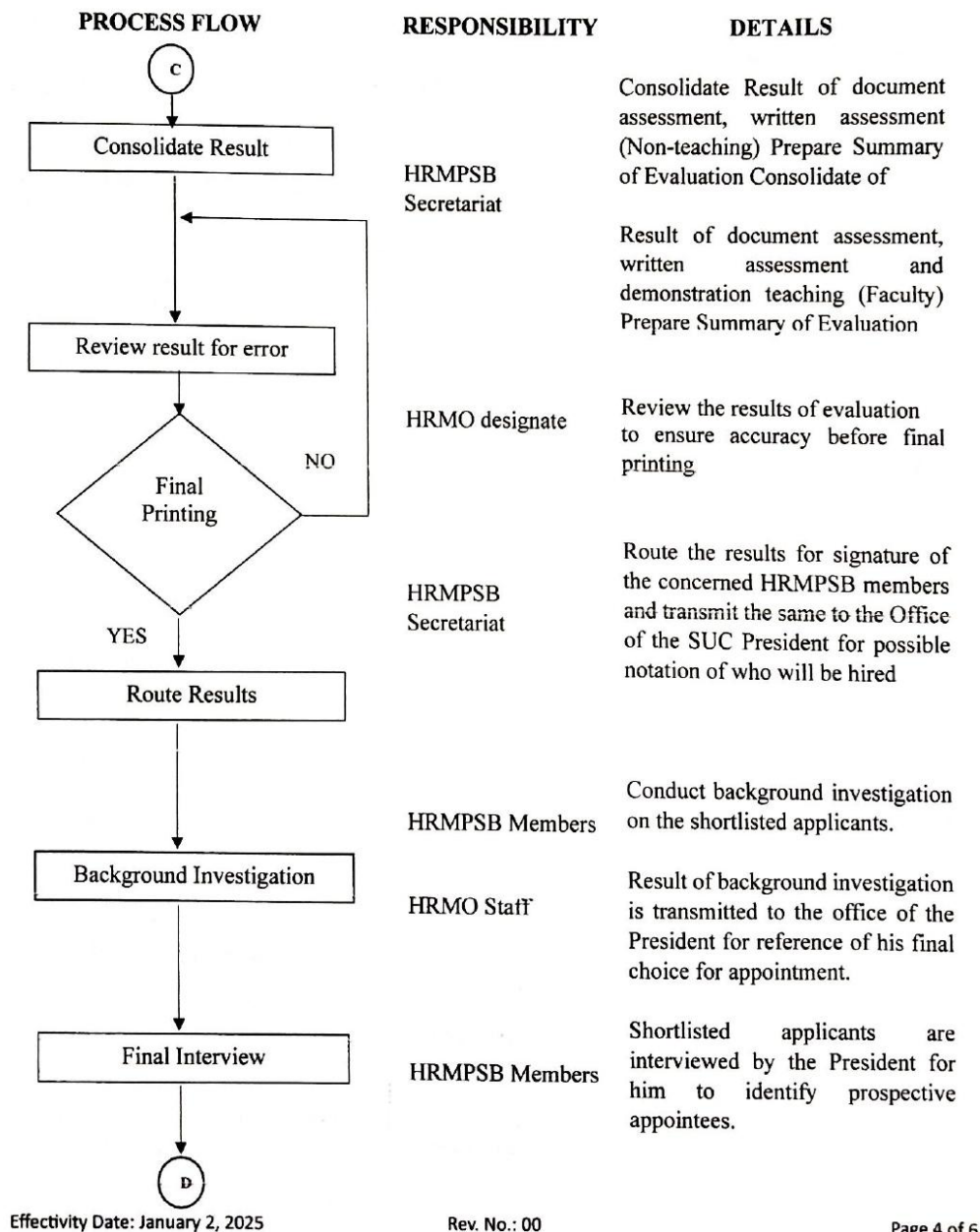
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	WORK INSTRUCTION	
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Shortlisted applicants present the original copy to the validating staff.



Effectivity Date: January 2, 2025

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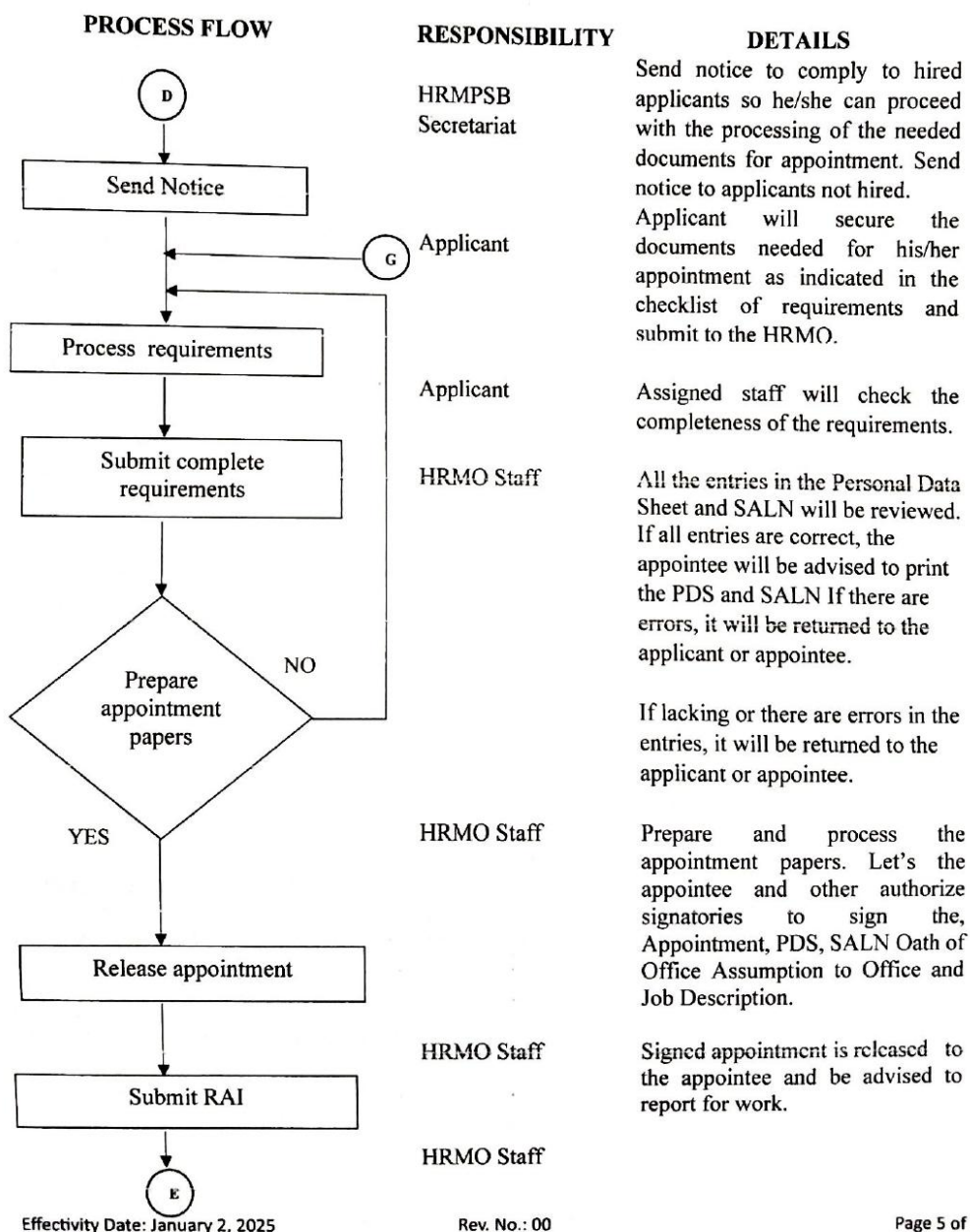


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WORK INSTRUCTION Recruitment, Selection and Placement



Return the Result of Evaluation to
the HRMO with notation of who
will be appointed



Effectivity Date: January 2, 2025

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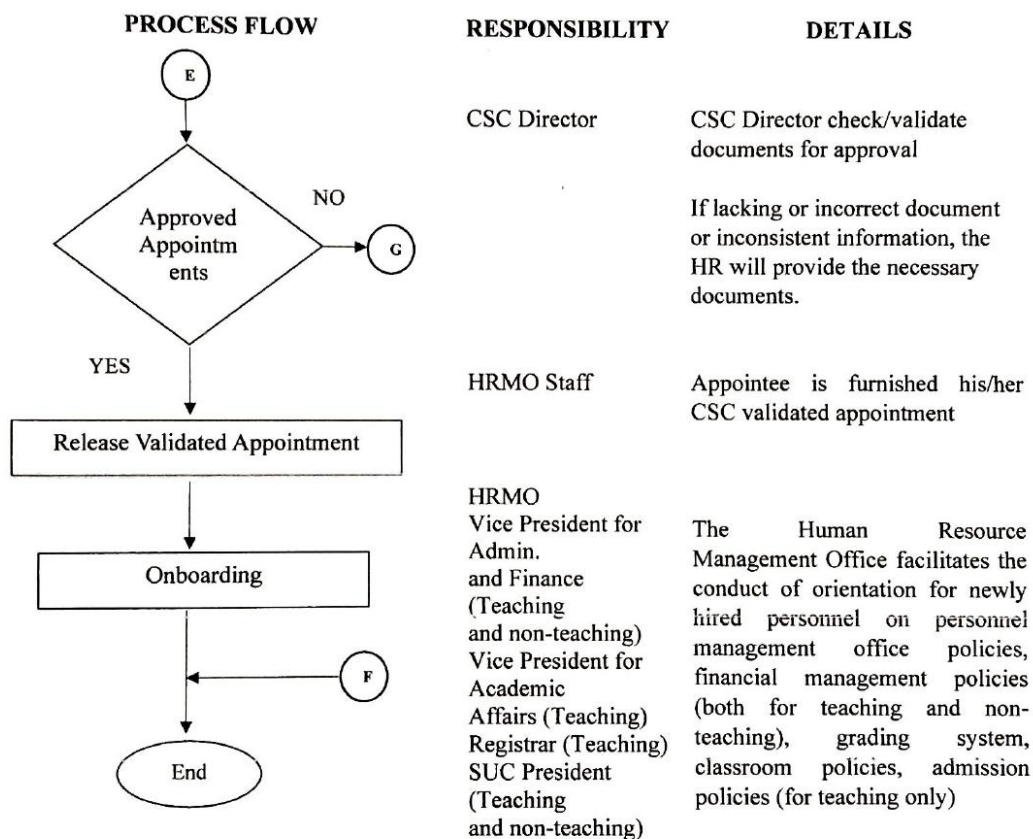
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WORK INSTRUCTION

Recruitment, Selection and Placement



Report on Appointment Issued will
be submitted to Civil Service
Commission for Validation



4.0 Reference Documented Information

DEBESMSCAT-F-QMS-01 – Quality Management System Manual
DEBESMSCAT-F-PM-01 – Control Documented Information Procedural Manual
RA 7041 Publication Law
ORA OHRA
Qualification Standard
DEBESMSCAT-F-HRMO-37 - Evaluation Form

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WORK INSTRUCTION
Recruitment, Selection and Placement



Prepared by:

LIGAYA M. CAPING
Process Owner

Date: 12/09/2024

Reviewed by:

ATTY. ERWIN S. OLIVA
Department Head/Director

Date: 12/16/2024

Approved by:

ERWIN H. MALTO, Ph.D.
Vice President

Date: 12/12/2024

A.2. COMPENSATION AND REWARDS

A.2.1. System of Compensation of Faculty and Staff

A.2.1.1. Salary rates

The salary rates for faculty and staff at DEBESMSCAT are based on the *National Budget Circular (NBC) No. 461* and the *Revised Compensation and Position Classification System* as approved by the Board of Trustees. Salary grades are assigned to each faculty rank and position level.

Faculty Salary Grades and Sub-Ranks

Faculty Rank	Sub-Rank	Salary Grade
<i>Instructor</i>	I	12
	II	13
	III	14
<i>Assistant Professor</i>	I	15
	II	16
	III	17
	IV	18
<i>Associate Professor</i>	I	19
	II	20
	III	21
	IV	22
<i>Professor</i>	I	23
	II	24
	III	25
	IV	26

Faculty Rank	Sub-Rank	Salary Grade
	V	27
	VI	28
<i>College/University Professor</i>	I	29
	II	30

Qualification Requirements for Each Rank

Rank	Education	Experience	Training	Eligibility
<i>Instructor I-II</i>	Master's Degree	2 years relevant experience	None required	None required (RA 1080 for Bar/Board courses)
<i>Associate Professor I-V</i>	Master's Degree	3 years relevant experience	16 hours relevant training	None required
<i>Professor I</i>	Doctorate Degree	4 years relevant experience	24 hours relevant training	None required
<i>Professor II-VI</i>	Doctorate Degree	5 years relevant experience	32 hours relevant training	None required
<i>College/University Professor</i>	Doctorate Degree	5 years relevant experience	32 hours relevant training	None required

A.2.1.2 Fringe Benefits and Privileges

DEBESMSCAT provides its faculty members with various benefits, privileges, and professional development opportunities designed to promote employee welfare, recognize

performance, support continuing professional growth, and encourage productivity and excellence in the institution.

The major fringe benefits and privileges provided to faculty members are summarized as follows:

Benefit/Privilege	Description/Provision
Vacation and Sick Leave	Faculty members may be granted vacation and sick leave privileges subject to the applicable conditions and guidelines of the institution.
Service Credits	Faculty members may be granted service credits for authorized activities, including participation in in-service training, assistance during enrollment, and involvement in research, extension, and production activities.
Overload Pay and Honorarium	Qualified faculty members may receive overload pay or honorarium for authorized teaching, research, extension, production, and other additional assignments, subject to applicable institutional rules and availability of funds.
Sabbatical Leave	Qualified faculty members may avail themselves of sabbatical leave for purposes related to research, writing, investigation, and advancement of knowledge. DEBESMSCAT provides that sabbatical leave may be granted for up to one year, but not exceeding eighteen months, with full pay upon approval of the Board of Regents.
Thesis/Dissertation Support	Faculty and staff pursuing advanced studies may receive thesis/dissertation assistance. DEBESMSCAT provides a ₱20,000 thesis/dissertation grant for funded scholarships, released in two portions upon submission of the approved proposal and the completed thesis/dissertation.
Study Grants	Qualified permanent faculty and staff members may be granted study assistance for graduate studies at the DEBESMSCAT Graduate School. The study grant includes enrollment support, payment of a portion of applicable fees, and thesis/research assistance, subject to the prescribed qualifications and conditions.
Weekend Study Privilege	Faculty and staff may be allowed to pursue degree programs through weekend classes when the program is related to their field of specialization or work and when attendance does not compromise their institutional responsibilities.

Seminars, Conferences, Workshops, and Trainings	Faculty members may be nominated to participate in professional development activities. Registration and other expenses may be borne by the College for approved participants, particularly those invited to present papers or serve as reactors, discussants, or moderators.
Faculty Development Program	DEBESMCAT provides faculty development grants and encourages participation in relevant local and foreign-assisted training and scholarship programs to support continuing professional development.
Scholarships and External Grants	Faculty and staff may benefit from institutional scholarships and scholarship opportunities sponsored by external agencies and organizations, subject to applicable qualifications and requirements.
Recognition and Incentives	Faculty members may receive monetary and non-monetary awards and incentives under the institutional recognition system for exemplary performance, innovative ideas, superior accomplishments, and other contributions to institutional efficiency and public service.
Loyalty and Length-of-Service Incentives	The manual provides incentives recognizing length of service, including loyalty incentives corresponding to specified years of service.
Productivity and Career/Self-Development Incentives	Faculty members may receive productivity and career/self-development incentives in recognition of their contributions and professional accomplishments.
Research and Publication Recognition	Faculty members may receive incentives for professional and scholarly accomplishments, including publication of research in refereed journals.

Leave Benefits

Vacation and Sick Leave (VSL)

- Faculty members with at least *nine (9) workload units* in research, extension, production, and/or administrative designation are placed on VSL status.
- Faculty assigned to supervise OJT, farm practices, practicum, and other training-related activities are on VSL status.
- Faculty involved in income-generating projects (animal care, nursery management) are on VSL status.
- Faculty assigned to maintenance of school buildings, grounds, gardens, and parks are on VSL status.

Wellness Leave

- Wellness Leave is officially recognized as a distinct and separate leave category in DEBESMSCAT which is independent from Vacation Leave and Sick Leave.
- Regular government employees, including faculty members such as Associate Professor or even Contract of Service faculty and staff may avail of this leave upon filing the appropriate application form and securing the required approvals.
- The leave is granted as fully paid and does not deduct or reduce the employee's existing Vacation Leave and Sick Leave credits, as evidenced by the unchanged VL and SL balances in the leave credits table.
- The leave is non-commutable, as the applicant indicated "Not Requested" under Commutation, meaning it cannot be monetized or converted to cash.

Service Credits

- Faculty involved in research, extension, and production activities during summer and December receive overload pay and/or service credits.
- Faculty on VSL status who teach during summer receive compensation.
- Faculty on Teacher's Leave (TL) status with overload units receive honorarium and/or service credits.
- Faculty on TL status authorized to attend in-service training on official business during summer receive service credits (1 day for every 8 hours of attendance).
- Faculty who assist during enrollment in April and May receive service credits.

Sabbatical Leave

- Faculty members may apply for sabbatical leave to pursue research, advanced studies, or professional development.

Privileges while on sabbatical leave:

- Entitled to salary adjustment and other financial benefits
- Retention of housing privilege (if enjoyed before sabbatical)
- Full-time attendance to the sabbatical leave program

Responsibilities:

- Complete research program within approved period.
- Submit written final report to: Board of Trustees, SUC President, VPAA, and College Library.
- Render return service of *one year for every year of sabbatical leave*
- Failure to comply means refund of all salaries and monetary benefits received.

Faculty Development Program (FDP) Benefits

A. Full-Time Institutional Scholarship (Funded by DEBESMSCAT)

Privilege	Amount
Free tuition and other fees	Full coverage
Monthly stipend	P10,000
Book allowance per semester	P3,000
Thesis/Dissertation assistance	P20,000
Economy roundtrip ticket	For the whole scholarship period

The Master's program may be completed in one summer term and a maximum of four semesters, while the Doctoral program requires a minimum of six semesters, including two summer terms. *Study Leave with Thesis/Dissertation Assistance* is available to faculty members who have passed the comprehensive examination and have an approved research proposal. Qualified faculty members are granted *full salary for one year*, along with *thesis/dissertation assistance amounting to P20,000* for both master's and doctoral programs.

Thesis/Dissertation Assistance Without Study Leave

Thesis/Dissertation Assistance Without Study Leave is available to faculty members enrolled in thesis or dissertation writing, with an allowance of P20,000. Under the Study Grant Benefits, faculty members may enroll in a minimum of six units per semester and a maximum of nine units during the summer term. The institution provides payment equivalent to 25% of the total fees, excluding entrance and

diploma fees, as well as P20,000 in thesis/research support for both master's and doctoral programs. For self-financed studies, thesis/dissertation support is provided in the amount of P20,000, with 50% released upon submission of the approved thesis/dissertation proposal and the remaining 50% upon submission of a copy of the completed thesis/dissertation to the College Library.

Educational Tours and Bench marking

DEBESMSCAT recognizes the value of benchmarking and educational tours as essential tools for institutional improvement. The College allows faculty members and staff to visit other State Universities and Colleges (SUCs), government agencies, and private institutions that have demonstrated best practices and state-of-the-art facilities.

- DEBESMSCAT allows faculty members who wish to have benchmarking activities to other SUCs or agencies who have best practices and state-of-the-art facilities which will serve as a guide to enhance the existing curriculum, expand production and improve the facilities of the college

Team Building

DEBESMSCAT recognizes the importance of fostering camaraderie, unity, and teamwork among its faculty and staff. The College allows annual team building activities outside the College premises to strengthen interpersonal relationships and promote a positive work environment.

- If budget warrants, DEBESMSCAT allows annual team building activities outside the college to foster camaraderie and unity among faculty members. The fund for this activity may be shouldered by the College if budget warrants.

Attendance in Seminars, Conventions, Workshops, and Trainings

DEBESMSCAT has established a clear nomination and approval process. First, the Department or division heads nominate participants and submit their names to the dean or director, who then transmits the nominations to the Vice President for Academic Affairs (VPAA) for final action. The VPAA has full discretion over the number of participants whose registration and other expenses shall be borne by the College. Priority is given to faculty and staff who are invited to present a paper, serve as a reactor, discussant, or moderator, as these

roles represent the College officially, contribute to institutional prestige, and have the highest professional development impact. For these priority participants, the College may cover expenses such as registration fees, transportation, accommodation, and per diem, subject to budget availability and COA regulations. Other interested parties who are not approved for official business may still attend on official time, but without College funding for their expenses. All participants are expected to submit a narrative report and share their learnings with colleagues upon return, ensuring that the knowledge gained benefits the wider institution. Overall, these three activities reflect DEBESMSCAT's commitment to professional development, institutional improvement, and employee welfare, with all activities requiring proper approval, documentation, and budget justification.

Entitlement to Service Credits

Faculty members who are involved in research, extension, and production activities during summer and December are entitled to receive overload pay and/or service credits for their services. Similarly, faculty members who are on Vacation and Sick Leave (VSL) status and teach during summer shall be compensated for their teaching services. Faculty members on Teacher's Leave (TL) status who handle overload units in instruction shall be paid honorarium and/or granted service credits as compensation for their additional teaching load. Additionally, faculty members on TL status who are authorized to attend in-service training on official business during summer shall be granted service credits equivalent to one day for every eight hours of attendance. Faculty members on TL status who are requested to assist during enrollment in April and May, when authorized by the College President, shall likewise be granted service credits.

The granting of service credits must be applied for before the conduct of the activity to ensure proper authorization and documentation. The payment of overload and/or granting of service credits shall be subject to review by the Office of the Vice President for Academic Affairs and approved by the College President to ensure compliance with institutional policies. Furthermore, the payment of overload shall be subject to the availability of funds and shall comply with accounting and auditing rules and regulations, ensuring proper disbursement of government funds. These guidelines ensure that faculty members are appropriately compensated for their additional services while maintaining transparency and accountability in the granting of service credits and overload pay.

Workload Equivalent Credits

Teaching Contact Hours (CHW):

- Undergraduate Lecture/Recitation (up to 50 students): 1 CHW = 1 unit
- Graduate Lecture/Recitation: 1 CHW = 1.25 units
- Class with >50 students: additional 0.05 unit per student (max 4.0 units per class)
- Laboratory/Fieldwork (25 students/class): 1 CHW = 0.8 unit
- Practical Work Classes (40 students/class): 1 CHW = 0.8 unit
- Additional students beyond minimum: +0.05 unit per student

Thesis Advisement:

- Undergraduate: 0.5 unit/student (max 6 advisees)
- Graduate Chairman: 1.0 unit
- Graduate Member: 0.5 unit
- Thesis Critic: 0.3 unit/student (max 3.0 units)

Normal Full Load:

- 18 units actual teaching contact hours OR
- 15 units teaching + 3 units co-curricular/extra-curricular

Administrative Designations (Equivalent Workload Units):

- Vice Presidents: 6 CHW
- Dean/Director: 12 CHW
- Institute/Center/Program Director: 15 CHW
- Department Chair (based on faculty count):
 - 5 and below: 4 CHW
 - 6–10: 5 CHW
 - 11–15: 6 CHW
 - 16 & above: 7 CHW
- Multiple designations: additional credit workload not to exceed 25% of original designation

Student Services:

- Adviser, College Student Council: 2 CHW

- Adviser, Department Student Council: 1 CHW
- Adviser, Recognized Student Organization: 1 CHW
- Class/Block/Year Level Adviser: 0.5 CHW
- Room-in-Charge: 0.5 CHW

Cultural and Sports Activities:

- Cultural/Sports/Trainer: 1–3 CHW
- Varsity Coach (Major Event): 3 CHW
- Varsity Coach (Minor Event): 2 CHW
- Unit Athletic Manager: 3 CHW (1st semester only)

Committee Designations:

- Chairman, university-wide standing/ad hoc committee: 2 CHW
- Member, university-wide standing/ad hoc committee: 1 CHW
- National Committees/TWG/Task Forces: 2 CHW
- Regional/Provincial/Local Committees: 1 CHW

A.2.1.3 WORK OVERLOAD

Normal Full Load

- 18 units of actual teaching contact hours OR
- 15 units of actual teaching contact hours + 3 units of co-extra-curricular load.

Maximum Standard Total Load

- According to the distribution table in the Faculty Manual, the total maximum workload for all faculty categories is 21 units. This is achieved by "de-loading" or reducing actual teaching hours for those with administrative duties, as shown in the table below:

Item	Regul ar Facult y	Depar tment Chair	Direct or	Dean/ Planni ng Office r	Vice Presid ent	Colleg e-wide Adviso ry/Stu dent Org	Projec t In- charge
<i>Actual Teaching Contact Hours</i>	21	15	12	6	18	18	18
<i>De- loading</i>	0	6	9	15	3	3	3
<i>TOTAL</i>	21	21	21	21	21	21	21

Note: The normal full load is 18 units, but the maximum total load cap in the table is 21 units.

Work Overload Policies & Guidelines

Maximum Overload Allowed

- **A maximum of 6 ETL (Equivalent Teaching Load) overload** shall be allowed and paid per semester for each faculty member.
- This means a faculty member can potentially reach a total load of **24 units** (18 normal + 6 overload), provided the budget and approval allow it.

Compensatory Payment for Overload

Overload work is compensated through one of the following modes:

- *Honorarium* – Cash payment for the overloaded units.
- *Service Credits* – Accumulated equivalent teaching hours for future leave or benefit conversion.

- *Overtime Pay* – In the form of honoraria, specifically for courses held **outside the regular official time or on Saturdays**.

Overload vs. De-loading

- *Overloading* happens when a faculty member teaches *more* than the 18-unit normal load (subject to the 21-unit cap and the 6 ETL limit).
- *De-loading* is the *reverse* – reducing teaching hours to accommodate administrative duties (e.g., Dean, Director) or study grants. De-loading is not considered "overload" pay; rather, the total workload is kept at 21 units.

Special Cases and De-Loading

- **Study Grants & Self-Financed Studies.** Regular permanent faculty members pursuing advanced studies at their own expense and carrying a minimum of nine (9) units shall be Deloaded by six (6) units from the maximum teaching load of 21 hours per week, reducing their load to 15 units. Faculty members who are recipients of a part-time scholarship grant may be Deloaded by not more than 50% of the full-time faculty load.
- **Non-Academic Rank Personnel.** Holders of non-academic rank, such as administrative staff, who are qualified to teach may be tapped to teach outside their official working hours and shall be compensated on an hourly basis in accordance with existing policies and guidelines.
- **Visiting/Affiliate Professors.** Visiting/Affiliate professors and invited professionals are paid by the hour based on applicable policies and regulations. They are not subject to the standard overload limits for regular faculty

Administrative and Process Flow

- The workload submitted by faculty members is subject to **review, evaluation, and confirmation** by the **Office of the Vice President for Academic Affairs (VPAA)** in coordination with concerned offices.
- Payment of overload is subject to the **availability of funds**, accounting, and auditing rules.
- The granting of service credits must be applied for **before** the conduct of the activity, and is subject to the approval of the College President.

A.2.2 System of Rewards for faculty and Staff

The DEBESMSCAT PRAISE was approved by the Civil Service Commission Regional Office No. 5 on June 21, 2019 by Regional Director Cecilia R. Nieto, and approved by the DEBESMSCAT Board of Trustees through Resolution No. 18-57 on December 17, 2018. It was established in line with CSC Resolution No. 010112 and CSC MC No. 01, s. 2001 (Revised Policies on Employees Suggestions and Incentive Awards System - ESIAS).

BASIC POLICIES:

- Equal Opportunity Principle (EOP): Every personnel are considered regardless of religious affiliation, sex, sexual orientation and gender identity, civil status, disability, political affiliation, and ethnicity.
- Basis of Awards: Awards are based on performance, innovative ideas, and exemplary behavior.
- Timeliness: Awards may be conferred during traditional ceremonies OR through on-the-spot grant of recognition.
- Types of Awards: Both monetary and non-monetary awards are provided. However, non-monetary awards are encouraged. Monetary awards shall not exceed 20% of the savings generated when the contribution results in monetary savings.
- Funding: At least 5% of the HRD Funds shall be allocated for PRAISE, incorporated in the Agency's Annual Work and Financial Plan and budget.
- Annual Reporting: The Annual PRAISE Report must be submitted to the CSC Regional Office No. 5 on or before January 30 each year to enable employees to qualify for nomination to CSC-sponsored national awards.

I. Types of Awards

NATIONAL AWARDS (Nomination by the College)

Award	Description
<i>Presidential or Lingkod Bayan Award</i>	Conferred on an individual for consistent, dedicated performance exemplifying the best in any profession or occupation, resulting in significant effect to the public or principally affecting national interest, security, and patrimony.

Award	Description
<i>Outstanding Public Official/Employee or Dangal ng Bayan Award</i>	Granted to any public official or employee demonstrating exemplary service and conduct based on one or more of the eight (8) norms of behavior under RA 6713 (Code of Conduct and Ethical Standards).
<i>CSC PAGASA Award</i>	Conferred on a group or team demonstrating outstanding teamwork and cooperation resulting in successful achievement of goals, improved public service delivery, economy in operation, or improved working conditions.
<i>Other Awards</i>	Given by other government agencies, private institutions, or NGOs to individuals or teams for contributions that directly benefited the government.

COLLEGE LEVEL AWARDS

1. Service Excellence Award. The awardee shall receive ₱25,000.00 and a Plaque of Recognition.

Criteria	Weight
a. Achieved IPCR Target	50%
b. Promptness and Punctuality (submission of reports, responding to calls/requests, beating deadlines)	20%
c. Initiative (rated by supervisor 50%, peers 25%, clients 25%)	10%
d. Attendance (90-100% attendance, no excessive tardiness/undertime/absences)	10%
e. Integrity (rated by supervisor 50%, peers 25%, clients 25%)	10%

3. Best Employee Award (By Category)

Category	Amount
a. Best Employee Award (Faculty Supervisor Category)	₱20,000.00
b. Best Employee Award (Faculty Member Category)	₱15,000.00
c. Best Employee Award (Non-Teaching First Level – White Collar)	₱15,000.00
d. Best Employee Award (Non-Teaching First Level – Blue Collar)	₱15,000.00
e. Best Employee Award (Non-Teaching Second Level Category)	₱20,000.00

Common Criteria for All Categories:

Criteria	Points
<i>a. Performance Rating</i>	35 pts (5.0 = 35; 4.0 = 28; 3.0 = 21; 2.0 = 14; 1.0 = 7)
<i>b. Outstanding Accomplishment and Awards</i>	20 pts
i. Accomplishment	10 pts
ii. Awards and Citation	10 pts
- International	10
- National	7
- Regional	5
- Provincial/Local	3

Criteria	Points
<i>c. Behavioral Performance</i>	15 pts
- Punctuality	2 pts
- Honesty (rated by supervisor, peer, client)	2 pts
- Commitment to Public Service (rated by supervisor, peer, client)	3 pts
- Simple Living	2 pts
- Reliability (rated by supervisor)	3 pts
- Industry (rated by supervisor)	3 pts
<i>d. Community Involvement</i>	15 pts
- 1-5 activities	3 pts
- 6-10 activities	6 pts
- 11-15 activities	9 pts
- 16-20 activities	12 pts
- 21+ activities	15 pts
<i>e. Professionalism</i>	15 pts
- Proper Decorum (rated by peers, clients, supervisors)	5 pts
- Observance of Office Rules (rated by peers, clients, supervisors)	5 pts
- Efficiency and Effectiveness (rated by peers, clients, supervisors)	5 pts

3. Best Organizational Unit Award (Faculty and Non-Teaching Categories). Each employee in the winning organizational unit shall receive a Plaque of Recognition.

Criteria	Points	Details
a. Performance	30 pts	Based on OPCR; Efficiency 15 pts, Effectiveness 15 pts
b. Working Environment	20 pts	Cooperation/teamwork; cleanliness (5S); accommodating personnel; prompt service delivery
c. Economy of Operation	15 pts	Maximizes office time (5 pts); cost-cutting measures (5 pts); maximizes manpower utilization (5 pts)
d. Impact of Achievement	15 pts	Based on feedback form
e. Personnel Managed	10 pts	3 = 2 pts; 4-5 = 4 pts; 6-7 = 6 pts; 8-9 = 8 pts; 10+ = 10 pts
f. Years of Existence	10 pts	1-2 = 2 pts; 3-4 = 4 pts; 5-6 = 6 pts; 7-8 = 8 pts; 9+ = 10 pts

4. Exemplary Behavior Award. *The awardee shall receive ₱20,000.00 and a Plaque of Recognition. The awardee shall also be automatically nominated by the College for the Dangal ng Bayan Award.*

Criteria	Weight
a. Performance (based on IPCR)	40%
b. Impact of Behavioral Performance	30%
c. Risk or Temptation Inherent in the Work	20%
d. Obscurity of the Position	10%

5. Retiree's Incentive. *The awardee shall receive ₱1,000.00 for every year of service, up to a maximum of ₱25,000.00, together with a Plaque of Recognition. The award shall be presented during a fitting ceremony, preferably the Salamat Mabuhay Program, on or before the date of retirement.*

6. Community Service Award. *Meritorious services recommended by the community within Masbate Province. The services must be properly documented and supported by evidence such as photographs, MOAs, MOUs, letters, attendance records, or other relevant documents.*

7. Best Unit for Research Involvements/Achievements Award. The winning unit shall receive ₱20,000.00 and a Plaque of Commendation.

Criteria (10% per criterion):

Criterion	Supporting Document
a. % of Faculty conducting research within the year	Certification from Deans
b. % of Faculty with completed research within the year	Certification from Deans
c. % of Faculty with presented research (In-house review mandatory)	Certification from R&D Services
- Regional (4 pts) / National (6 pts) / International (8 pts) / Foreign (10 pts)	
d. % of Faculty with research publications (peer-reviewed, CHED accredited, Scopus/Elsevier/Thompson-Reuter/Web of Science)	Certification from Deans
e. % of Faculty with cited research within the year	Certification from Deans
f. % of Faculty with inventions/creative works (Patented 7 pts; Utility Model 5 pts; Industrial Design 3 pts)	Certification from Deans

Criterion	Supporting Document
g. % of Faculty with developed instructional materials	Certification from Deans
h. % of Faculty with research output commercialized/adopted by community	Certification from Deans
i. % of Faculty with research adopted by community	Certification from Deans
j. % of Faculty with externally funded research	Certification from Deans

8. Best Faculty Researcher Award. The awardee shall receive ₱5,000.00 and a Plaque of Commendation.

Criteria (10% per criterion):

Criterion	Supporting Document
a. Number of Conducted Research	—
b. Number of Completed Research	—
c. Number of Presented Research (In-house review mandatory)	Letter of invitation, full paper, authority to travel, certificate of appearance
- Regional (4 pts) / National (6 pts) / International (8 pts) / Foreign (10 pts)	
d. Number of Research Publications	Copy of Journal (e-copy or on-line publication)
e. Number of Research Citations	Copy of Journal of citer (e-copy) / proof from Google Scholar
f. Number of Inventions/Creative Works (Patented 7 pts; Utility Model 5 pts; Industrial Design 3 pts)	Certificate of Patent/Utility Model/Industrial Design; Certificate of Copyright

Criterion	Supporting Document
g. Number of Research Output Commercialized	Proof of commercialization, copy of full paper
h. Number of Instructional Materials Developed	Copy approved by IM's Committee
i. Number of Research Adopted by Community	Certification from Barangay Captain, copy of full paper
j. Number of Externally Funded Research	Certification from granting agency, copy of full paper

9. Best in Technical Advisory and Extension Services of the Year Award

Amounts:

- *1st Place:* ₱20,000.00 + Plaque
- *2nd Place:* ₱10,000.00 + Plaque
- *3rd Place:* ₱5,000.00 + Plaque
- *Consolation:* Certificates of Recognition

Criteria:

Criterion	Supporting Document
a. Number of active Partnerships/Linkages (LGU, industries, NGO, NGA, SME, educational institutions)	MOA/MOU signed, presented to BOT, duly notarized
b. Number of trainees/community population served (weighted by length of training)	Attendance sheet; formula: No. of trainees × (No. of Days × Multiplier); 1 Day = ×1.00; 2 Days = ×1.25; 3 Days = ×1.50; 4+ Days = ×2.00
c. Number of Adopters of Project/Program	Verification by authorities; viable project/positive ROI

Criterion	Supporting Document
d. Number of extension programs organized and supported (consistent with SUC mandates)	Operational Plan, Training Design, Terminal Report
e. Number of viable demonstration projects	Verification by authorities; positive ROI
f. % of beneficiaries rating training/advisory services as satisfactory or higher	Feedback form / M&E form

Types of Incentives

Incentive	Description
1. Loyalty Incentive	Continuous satisfactory service for at least 10 years. Cash award of ₱1,000/year for first 10 years; succeeding awards every 5 years at ₱1,000/year of service. Plus lapel emblem/loyalty pin: Bronze (10 & 15 yrs), Silver (20 & 25 yrs), Gold (30, 35, 40 yrs).
2. Length of Service Incentive	At least 3 years continuous satisfactory service in the same position. Cash award incorporated in salary adjustments per Joint CSC-DBM Circular No. 1, s. 1990.
3. Career and Self-Development Incentive	For individuals who completed a course or degree within/outside the country at own expense. Plaque of recognition during College Charter Anniversary.
4. Capability Enhancement Assistance/Incentive	For employees in career/non-career service with 1 year continuous satisfactory service, in recognition of continued upgrading of professional/technical skills. Maximum: ₱25,000.00 (plantilla personnel); ₱5,000.00 (Job Order/Contract of Service).
5. Other Incentives	Recommended by PRAISE Committee for special achievements, innovative approaches, exemplary service, or recognition by outside groups. Amount determined based on available savings, subject to auditing rules.

Forms of Awards and Incentives

1. *Compensatory Time-Off* – for employees who worked beyond regular office hours without overtime pay.
2. *Flexi-place* – work arrangement allowing qualified employees to work outside the workplace (subject to guidelines).
3. *Personal Growth Opportunities* – attendance in conferences on official business, books, journals, tapes, travel packages (Lakbay-Aral, learning opportunities).
4. *Trophies, Plaques, and Certificates*
5. *Monetary Award*
6. *Travel Packages*

Composition of The Praise Awards Committee

The PRAISE Committee is responsible for the development, administration, monitoring, and evaluation of the awards and incentives system. Membership in the Committee is considered part of the members' regular duties.

For Teaching Personnel

Role	Position
Chairperson	College President or authorized representative
Members	• Vice President for Academic Affairs • Institute Director (only seats when the faculty nominated is from that Institute) • Human Resource Management Officer • Two (2) representatives from the DEBESMSCAT Faculty Association (2-year term)

For Academic-Related Personnel. The PRAISE Committee for *Non-Teaching* evaluates the nomination, provided the *Vice President for Academic Affairs* is invited during deliberation.

Duties of The Praise Committee

The Committee shall meet periodically to:

1. Establish a system of incentives and awards.
2. Formulate, adopt, and amend internal rules, policies, and procedures (including evaluation guidelines and award recognition mechanisms).
3. Determine the forms of awards and incentives to be granted.
4. Monitor implementation of approved suggestions and ideas through feedback and reports.
5. Prepare plans, identify resources, and propose budget for the system annually.
6. Develop, produce, and distribute a system policy manual and orient employees.
7. Document best practices, innovative ideas, and success stories.
8. Submit an annual report to CSC on or before January 30.
9. Monitor and evaluate the System's implementation yearly and make improvements.
10. Address issues relative to awards and incentives within ***fifteen (15) days*** from submission.

Nomination Procedure

1. *Call for Nominations* – Made by the President's Office. Members of the DEBESMSCAT faculty, non-teaching staff (permanent, temporary, casual, job order, contract of service, part-time), and clients may nominate employees using the prescribed form available at the Office of the HRMO and/or Public Assistance and Complaint Desk.
2. *No Self-Nomination* – Individuals or teams may not self-nominate.
3. *One Nomination Per Year* – An individual or team may only be nominated once, and for one award category only, per year.
4. *Consent Required* – Nominees must consent to their nomination.
5. *Probationary Status* – Nominees must have completed their probationary period to be eligible.
6. *Selection Committee Discretion* – The Selection Committee reserves the right not to make an award in all/any category in any given year.
7. *Rejection of Nominations* – Nominations will not be considered if:
 - Received after the closing date

- Prescribed Nomination Form is incomplete or not used
8. Prescribed letters of support are not submitted
9. *Quality of Nomination* – The nominator must provide relevant information and complete supporting documentation assessing the nominee against the relevant selection criteria.

Funding

- At least **5% of HRD funds** shall be allocated for PRAISE.
- Funds are incorporated in the Agency's Annual Work and Financial Plan and budget.
- Amounts granted in a given year are determined by the PRAISE Committee based on available savings, subject to **COA rules and regulations**.

Effectivity and Commitment

- The College PRAISE became effective after final evaluation by the CSC (June 21, 2019).
- Subsequent amendments shall be submitted to CSC for evaluation and take effect immediately.
- The SUC President commits to implement and abide by the provisions of the PRAISE.
- The Annual PRAISE Report is submitted to CSC Regional Office No. 5 on or before January 30.
- **Resolution No. 18-57** (December 17, 2018): The Board of Trustees approved the PRAISE and the grant of Personnel Capability Enhancement Incentive, allocating funds from income, subject to review after one year of implementation.



A. 3 Cite at least three results of effective recruitment

The implementation of a systematic and merit-based recruitment system at Dr. Emilio B. Espinosa Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT) has yielded significant positive outcomes that demonstrate the institution's commitment to human resource excellence. These results are evident in the College's ability to attract highly qualified faculty members, retain and motivate its workforce through comprehensive recognition programs, and maintain strict legal compliance with Civil Service Commission regulations and equal opportunity principles.

First, the Institution's rigorous recruitment process has proven highly effective in attracting and selecting faculty members who not only meet but often exceed the stringent qualification standards established by both the Civil Service Commission and the institution itself. The Faculty/HR Manual of DEBESMSCAT articulates clear qualification requirements based on National Budget Circular No. 461, mandating a Master's degree for positions from Instructor I to Associate Professor V, and a Doctorate degree for Professor I to College Professor levels. Furthermore, faculty members aspiring to professorial ranks must successfully pass Regional Accreditation and receive confirmation from the National Accreditation Committee, ensuring that only the most academically qualified individuals are entrusted with the responsibility of educating the College's students.

This commitment to quality is further demonstrated through the comprehensive multi-stage assessment process that every applicant must undergo. Candidates are subjected to Competency-Based Written Examinations, the Ethics Oriented Personality Test as prescribed by CSC MC No. 6, s. 2017, Behavioral Event Interviews conducted by the Faculty Human Resource Merit Promotion and Selection Board, and thorough Background Investigations on the top five candidates. The assessment criteria are meticulously detailed, allocating points for Performance Rating, Outstanding Accomplishments and Awards, Behavioral Performance, Attendance, and Professionalism. The actual implementation of these criteria is documented in assessment forms such as the Summary of Class Demonstration, which shows candidates like Aaron O. Bajar undergoing actual teaching demonstrations evaluated by multiple observers, demonstrating the rigor and objectivity of the selection process. This thorough approach ensures that only the most competent and qualified individuals are appointed to faculty positions, directly contributing to the quality of instruction and the overall academic excellence of the institution.

Effective recruitment at DEBESMSCAT extends beyond the initial hiring phase to encompass a comprehensive system of retention and motivation through meaningful recognition and clear career development pathways. The Program on Awards and Incentives for Service Excellence, approved by the Civil Service Commission on June 21, 2019, represents a cornerstone of this commitment,

with the CSC specifically commending the College for developing a customized PRAISE that incorporates the provisions required under MC No. 1, s. 2001 and the indicators in the PRIME-HRM Maturity Level II. This approval confirms that the College's rewards and recognition system meets national standards for human resource excellence and demonstrates the institution's dedication to fostering a culture of appreciation and motivation among its faculty members.

The PRAISE provides monetary awards, including ₱25,000 for Service Excellence, ₱20,000 for Best Employee–Faculty Supervisors and Exemplary Behavior, ₱15,000 for Best Employee–Faculty Members, and ₱5,000 for Best Faculty Researcher. It also recognizes long-term service through Loyalty Incentives, supports career and self-development, and provides capability enhancement assistance of up to ₱25,000 for plantilla personnel and ₱5,000 for Job Order or Contract of Service personnel. These programs were approved by the Board of Trustees through Resolution No. 18-57 dated December 17, 2018, reflecting the institution's commitment to employee development and motivation.

Next, DEBESMSCAT's systematic recruitment process has effectively protected the College from employment-related legal issues while ensuring full compliance with Civil Service Commission regulations and equal opportunity principles. The Equal Opportunity Principle is explicitly and prominently embedded in both the PRAISE and the Faculty/HR Manual, with the College's policies clearly stating that there shall be no discrimination in the selection of employees on account of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation. This explicitly considers the recruitment and selection of Persons with Disabilities to provide them equal employment opportunity, demonstrating a comprehensive commitment to inclusivity that goes beyond mere legal compliance.

The College maintains comprehensive documentation of recruitment and selection, including appointment requirements, vacancy publications, HRMPSB resolutions, and faculty assessment records. Vacancies are published through the CSC Bulletin, Agency Website, Facebook Account, Bulletin Boards, and PhilJobNet for at least ten calendar days, in compliance with Republic Act No. 7041. The recruitment process includes shortlisting, face-to-face assessments, written examinations, class demonstrations, and Board deliberations. The CSC also confirmed the College's compliance with PRAISE requirements under MC No. 1, s. 2001 and PRIME-HRM Maturity Level II, demonstrating transparency, fairness, and adherence to civil service standards.

This simply demonstrates that the recruitment system at Dr. Emilio B. Espinosa Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT) is effective in attracting qualified faculty through rigorous qualification standards and comprehensive assessment processes, while supporting employee retention and motivation through the CSC-approved PRAISE and recognition

programs. The system is further strengthened by the consistent implementation of the Equal Opportunity Principle, comprehensive documentation, and transparent procedures supported by HRMPSB resolutions and assessment records. Collectively, these practices demonstrate DEBESMSCAT's commitment to merit-based recruitment, employee development, transparency, accountability, and compliance with Civil Service Commission standards, contributing to the continuous improvement of the College's academic and administrative services.

A.4 Cite three main reasons why the recruitment process is effective.

The recruitment and selection system of Dr. Emilio B. Espinosa Sr. Memorial State College of Agriculture and Technology (DEBESMSCAT) is effective as it is anchored on three key practices: a transparent and merit-based selection process, a comprehensive and legally compliant assessment system, and continuous improvement through regular review and employee recognition. These practices enable the Institution to attract and select qualified personnel while promoting fairness, accountability, and professional growth.

First, DEBESMSCAT implements a transparent and merit-based selection system through the Faculty Human Resource Merit Promotion and Selection Board (HRMPSB). The Board applies established screening and evaluation criteria and submits the top-ranked candidates to the appointing authority. Vacant positions are publicly announced in accordance with Republic Act No. 7041 through official and accessible channels, providing qualified applicants, including internal and external candidates, equal opportunity to apply. The process is further supported by objective qualification and performance requirements, ensuring that merit and fitness guide the selection of personnel.

Second, DEBESMSCAT maintains a comprehensive assessment framework that evaluates applicants through appropriate competency-based examinations, personality and behavioral assessments, interviews, background investigation, and documentary verification. These procedures are complemented by clear appointment requirements and the implementation of the Equal Opportunity Principle, which promotes non-discrimination in recruitment. Such measures strengthen the integrity, reliability, and legal compliance of the selection process.

Third, DEBESMSCAT demonstrates continuous improvement through the regular review and enhancement of recruitment policies and assessment criteria by the HRMPSB. This is reinforced by the CSC-approved Program on Awards and Incentives for Service Excellence (PRAISE), which recognizes outstanding performance, research accomplishments, exemplary behavior, long-term service, and professional development. The College's documented resolutions, assessment records, and recognition programs provide evidence that recruitment and human resource practices are regularly evaluated and strengthened.

To conclude, DEBESMSCAT's recruitment and selection system demonstrates effectiveness through transparency, merit-based decision-making, comprehensive assessment, equal opportunity, and continuous improvement. These practices help ensure that the Institution hires qualified and competent personnel while fostering a culture of professionalism, accountability, and sustained employee development.



PARAMETER B
FACULTY AND STAFF

B. QUALIFICATIONS AND COMPETENCE

B.1. The Faculty Profile

The sample of the faculty profile of the Dr. Emilio B. Espinosa, Sr. Memorial State College of Agriculture and Technology are shown in the tables below:

First Semester AY.2026-2027
BSED-Mathematics

CAMPUS (if there are other campuses, kindly indicate in the dropdown)	LAST NAME	FIRST NAME	PROGRAM/DEPARTMENT	STATUS OF APPOINTMENT	EMPLOYMENT TYPE	EDUCATIONAL BACKGROUND			ACADEMIC SPECIALIZATION	LICENSED (if applicable, Attached Evidence)		EVIDENCE
						Bachelor	Masters	Doctorate		Licence No.	Expiry Date	
DEBESMSCAT Main Campus	CAJU RAO	EMMA	BSED MATHEMATICS	PERMANENT	PERMANENT	Bachelor of Secondary Education Major in Mathematics	Master of Arts in Teaching Mathematics	PhD. Mathematics (Ongoing)	Mathematics	1195139	05/19/2028	
	CANTORIA	URANUS	BSED MATHEMATICS	PERMANENT	PERMANENT	Bachelor of Secondary Education	Master of Arts in Mathematics		Mathematics	0180322	05/08/2027	

DEBESMSC AT Main Campus						ary Educat ion Major in Mathe matics	Teachin g Mathem atics					
DEBESMSC AT Main Campus	VILLA RIAS	RIO	BSED MATHE MATICS	PERMA NENT	PERMAN ENT	Bachel or of Second ary Educati on Major in Mathe matics	Master of Arts in Educati on- Mathem atics Educati on	PhD. Mathe matics (Ongoi ng)	Mathematic s	1478 494	10/30/ 2028	
DEBESMSC AT Main Campus	PACH ECO	RAMI R	BSED MATHE MATICS	PERMA NENT	PERMAN ENT	Bachel or of Second ary Educati on Major in Mathe matics	Master of Arts in Educati on- Mathem atics Educati on	PhD. Mathe matics (Ongoi ng)	Mathematic s	1870 264	02/13/ 2029	
DEBESMSC AT Main Campus	TURC O	ROCE L	BSED MATHE MATICS	PERMA NENT	PERMAN ENT	Bachel or of Second ary Educat	Master of Arts in Educati on-	PhD. Mathe matics (Ongoi ng)	Mathematic s	0140 238	03/17/ 2029	

						ion Major in Mathe matics	Mathem atics Educati on					
DEBESMSC AT Main Campus	CANT ORIA	AMA NCIO	BSED MATHE MATICS	PERMA NENT	PERMAN ENT	Bachel or of Second ary Educat ion Major in Mathe matics	Master of Arts in Educati on-Mathem atics Educati on	Doctor of Educat ion	Mathematic s	0165 515	03/07/ 2028	
DEBESMSC AT Main Campus	BALB UENA	SHER WIN	BSED MATHE MATICS	PERMA NENT	PERMAN ENT	Bachel or of Second ary Educat ion Major in Mathe matics	Master of Science in Statistic s Master of Arts in Educati on-Adminis tration and Supervi sion	Doctor of Educat ion in Educat ional Leader ship	Mathematic s	0933 063	08/17/ 2028	

DEBESMSC AT Main Campus	SEVIL LA	NEDI E	BSED MATHE MATICS	PERMA NENT	PERMAN ENT	Master of Arts in Educat ion- Mathe matics Educat ion	Master of Arts in Mathem atics Educati on (MAMa thEd)	Doctor of Philos ophy in Mathe matics Educat ion	Mathematic s	1046 538	10/26/ 2028	
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First Semester AY.2026-2027
BSED-BTLED

CAM PUS (if there are other camp uses, kindly indica te in the dropd own)	LAST NAME	FIRS T NAM E	PROGRA M/ DEPART MENT	STATUS OF APPOIN MENT	EMPLOY MENT TYPE	EDUCATIONAL BACKGROUND			ACADEMI C SPECIALI ZATION	LICENSED (if applicable, Attached Evidence)		EVIDE NCE
						Bachelor	Masters	Doctor ate		Lice nse No.	Expir y Date	
Mand aon, Main Camp us	SOLIN AP	JANE TTE	Bachelor of Technol ogy in Livelihood Education (	PERMAN ENT	TEACHIN G	Bachelor of Science in Industria l	Master of Arts in Educatio n – Home	Doctor of Educat ional Leader	HOME ECONOMI CS	0087 157	12/04/ 2028	

			BTLED) - HE			Education	Economics	ship - CAR				
Mand aon, Main Camp us	PARDE ÑO	JOEY	Bachelor of Technol ogy in Livelihood Education (BTLED) - HE	PERMAN ENT	TEACHIN G	Bachelor of Science in Home Technol ogy	Master of Arts in Educatio n - Adminis tration and Supervis ion	Doctor of Educat ional Leader ship	HOME TECHNOL OGY EDUCATIO N	0779 999	08/26/ 2028	
Mand aon, Main Camp us	BALAN UECO	MAR Y ANN	Bachelor of Technol ogy in Livelihood Education (BTLED) - HE	PERMAN ENT	TEACHIN G	Bachelor of Science in Hom e Technol ogy	Master of Arts in Educatio n – Home Economi cs	Doctor of Educat ional Leader ship	NONE	0704 583	03/10/ 2028	
Mand aon, Main Camp us	CLORE S	NOV Y	Bachelor of Technol ogy in Livelihood Education (BTLED) - HE	PERMAN ENT	TEACHIN G	Bachelor of Science in Agricult ural Educatio n	Master of Science –Animal Science	Doctor of Educat ional Leader ship	ANIMAL SCIENCE	0779 688	11/08/ 2029	
Mand aon, Main	VELAR DE	RELL Y	Bachelor of Technol ogy in Livelihood	PERMAN ENT	TEACHIN G	Bachelor of Science in Agric	Master of Arts in Educatio	NONE	AGRICULT URAL EDUCATIO N	0715 700	08/31/ 2027	

Campus			Education (BTLED) - HE			cultural Education	n - Administration and Supervision					

First Semester AY.2026-2027
BSED-Social Studies

CAMPUS (if there are other campuses, kindly indicate in the dropdown)	LAST NAME	FIRST NAME	PROGRAM/DEPARTMENT	STATUS OF APPOINTMENT	EMPLOYMENT TYPE	EDUCATIONAL BACKGROUND			ACADEMIC SPECIALIZATION	LICENSED (if applicable, Attached Evidence)		EVIDENCE
						Bachelor	Masters	Doctorate		License No.	Expiry Date	
DEBES MSCAT MAIN CAMPUS	Burac, Jr B.	Rodolfo	BSED Social Studies	Permanent	Permanent	Bachelor of Arts in Political Science	MAED in Educational Management	PhD in Educational Management	Political Science	0685505	March 24, 2028	TOR, PRC License
DEBES MSCAT MAIN CAMPUS	Ramiso, C.	Dennis	BSED Social Studies	Permanent	Permanent	Bachelor of Arts in Political	MAED-Administration and	Doctor of Education (Educational Management)	Political Science	0253047	March 15, 2027	TOR, PRC License

						Science	Supervision	ional Leadership)				
DEBES MSCAT MAIN CAMPUS	Balbuena, Z.,	Princess	BSED Social Studies	Permanent	Permanent	BSED Social Studies	Master of Arts in Education (Social Studies)	N/A	Social Studies	0969 854	November 5, 2028	TOR, PRC License
DEBES MSCAT MAIN CAMPUS	Ferriol, P.	Mary Ane-Joy	BSED Social Studies	Temporary-Permanent	Temporary-Permanent	BSED Social Studies	Master of Arts in Education (Social Studies)	N/A	Social Studies	2038 089	September 4, 2029	TOR, PRC License
DEBES MSCAT MAIN CAMPUS	Romano, P.	Maria Jessabelle	BSED Social Studies	Permanent	Permanent	BSED Social Studies	Master of Arts in Education (Social Studies)	N/A	Social Studies	2074 495	September 17, 2029	TOR, PRC License
DEBES MSCAT MAIN CAMPUS	Dalanon, M.	Kimberly	BSED Social Studies	Contract of Services	Permanent	BSED Social Studies	Master of Arts in Education (Social Studies)	N/A	Social Studies	2303 950	April 26, 2028	TOR, PRC License
DEBES MSCAT MAIN CAMPUS	Adigue H.	Nehe-mias	BSED Social Studies	Part time	Part time	Bachelor in Physical	MaED (PE & Sports)	N/A	Physical Education	2099 114	April 17, 2029	TOR, PRC License

						Educ ion						
DEBES MSCAT MAIN CAMPU S	Adig ue O.	Eloni e Jean	BSED Social Studies	Part time	Part time	BS Psych ology	Master of Arts in Counseli ng (CAR)	N/A	Values Education	1183 547	Octob er 20, 2028	TOR, PRC License

NAME OF COLLEGE: COLLEGE OF AGRICULTURE

NAME OF FACULTY	UNDERGRADUATE DEGREE	SCHOOL	MASTER'S DEGREE	SCHOOL	DOCTORATE DEGREE	SCHOOL	Relevant License ID
Almoguera, Laurence G.	Bachelor of Science in Agricultural Engineering	DEBESMSCAT	Master of Science in Agricultural Engineering major in Soil and Water Management	Central Luzon State University	None		AE – 0007524
Abella, Mark Anthony C.	Bachelor of Science in Forestry	Bicol University	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	Doctor of Philosophy in Resource Management major in Forest Resources Management	Isabela State University	FLE – 0006661
Bacusa, Shenna Babs M.	Bachelor in Physical Education	DEBESMSCAT	Master of Arts in Education major in Physical Education and	La Consolacion University Philippines	None		LET- 2304129 Exp. Feb 6, 2028

			Sports (On-going)				
Bagunoc, Carla M.	Bachelor of Science in Agriculture major in Animal Science	DEBESMSCAT	Master of Science in Agriculture major in Animal Science	DEBESMSCAT	Doctor of Philosophy in Animal Nutrition (On-going)	Central Luzon State University	LEA – 11155 LET – 1499226
Basulgan, Eddie B.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	None		PBET – 533223
Bataga, Nanita M.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Arts in Teaching Mathematics	Osmeña Colleges	Doctor of Education in Educational Management (On-going)	Osmeña Colleges	LET-00221536 LEA-0014561
Borres, Eligio Jr C.	Bachelor of Science in Agriculture Engineering	DEBESMSCAT	Master of Science in Agricultural Engineering major in Soil and Water Management	Central Luzon State University	Doctor of Agricultural Engineering (On-going)	Central Luzon State University	PSABE - 0006682
Cornal, Nimfa R.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in Animal Science	DEBESMSCAT	Doctor of Education in Educational Leadership	DEBESMSCAT	LEA – 0009282 LET - 0071048

Cinco, Allan Jr. T.	Bachelor of Science in Agribusiness	DEBESMSCAT	None	None	None	None	None
Dollison, Mohammad D.	Bachelor of Science in Agriculture major in Crop Science	DEBESMSCAT	Master of Science in Plant Protection in Entomology	Central Luzon State University	Doctor of Philosophy in Agronomy (On- going)	University of the Philippines- Los Baños	LEA – 0009783
Ferreras, Ulysis L.	Bachelor of Science in Agricultural Education major in Animal Science	DEBESMSCAT	Master of Arts in Education major in Administration and Supervision Master of Science in Agriculture major in Crop Science	DEBESMSCAT	Doctor of Education major in Educational Leadership	DEBESMSCAT	LET- 0775546
Ibañez, Zaldy Jr C.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	None		LEA- 0030814 LET- 1698087
Loraña, John L.	Bachelor of Science in Forestry	West Visayas State University	Master of Science in Environmental Management	University of Southern Philippines	Doctor of Philosophy in Environmental Management	Central Luzon State University	FLE - 5790
Moniño, Analyn M.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in	DEBESMSCAT	None		LET – 1384038 LEA – 0020887

			Animal Science				
Mortel, John Carlo V.	Bachelor of Science in Secondary Education major in Biological Science	DEBESMSCAT	Master of Arts in Education major in Science Education	DEBESMSCAT	None		LET-1841223
Ogaya, Michael O.	Bachelor of Science in Agriculture major in Agricultural Education Diplomat in Agricultura Technology (DAT)	DEBESMSCAT Bicol University College of Agriculture and Forestry	Master of Arts in Education major in Administration and Supervision	DEBESMSCAT	Doctor of Philosophy in Extension Education (On-going)	University of the Philippines-Los Baños	LEA – 11569 LET – 1082064
Royo, Jona M.	Bachelor in Secondary Education major in English	DEBESMSCAT	Master of Arts in Education major in Administration and Supervision Master of Arts in English Language Education	DEBESMSCAT	Doctor of Education major in Educational Leadership	Doctor of Philosophy in Extension Education	LET-1047380
Royo, Amalia A.	Doctor of Veterinary Medicine	Dr. Yanga Francisco Balagtas College	Master of Animal Husbandry	Dela Salle Araneta University	None	None	None

Tumbaga, Melvin G.	Bachelor of Science in Agriculture major in Agroforestry	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	None	None	LEA- 0011152
Valler, Donata L.	Bachelor of Science in Agriculture major in Crop Science	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	Doctor of Philosophy in Crop Science major in Horticulture	Central Luzon State University	LEA- 0010942
Vibas, Nestor R Jr.	Bachelor of Science in Secondary Education major in Biological Science	DEBESMSCAT	Master of Arts in Education major in Science Education (On-going)	DEBESMSCAT	None	None	None
Zaragoza, Maria Christina Rochelle D.	Bachelor of Science in Biology	Bicol University	Master in Biology	Central Luzon State University	None	None	LET-

COLLEGE OF AGRICULTURE

Bachelor of Science in Agriculture- Major in Animal Science

NAME OF FACULTY	UNDERGRADUATE DEGREE	SCHOOL	MASTER'S DEGREE	SCHOOL	DOCTORATE DEGREE	SCHOOL	Relevant License ID
Cornal, Nimfa R.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in Animal Science	DEBESMSCAT	Doctor of Education in Educational Leadership	DEBESMSCAT	LEA – 0009282 LET - 0071048

Moniño, Analyn M.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in Animal Science	DEBESMSCAT	None		LET – 1384038 LEA – 0020887
Ogaya, Michael O.	Bachelor of Science in Agriculture major in Agricultural Education Diplomat in Agricultura Technology (DAT)	DEBESMSCAT Bicol University College of Agriculture and Forestry	Master of Arts in Education major in Administration and Supervision	DEBESMSCAT	Doctor of Philosophy in Extension Education (On- going)	University of the Philippines- Los Baños	LEA – 11569 LET – 1082064

COLLEGE OF AGRICULTURE
Bachelor of Science in Agriculture- Major in Crop Science

NAME OF FACULTY	UNDERGRADUATE DEGREE	SCHOOL	MASTER'S DEGREE	SCHOOL	DOCTORATE DEGREE	SCHOOL	Relevant License ID
Basulgan, Eddie B.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	None		PBET – 533223
Dollison, Mohammad D.	Bachelor of Science in Agriculture major in Crop Science	DEBESMSCAT	Master of Science in Plant Protection in Entomology	Central Luzon State University	Doctor of Philosophy in Agronomy (On- going)	University of the Philippines- Los Baños	LEA – 0009783

Ibañez, Zaldy Jr C.	Bachelor of Science in Agriculture major in Agricultural Education	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	None		LEA- 0030814 LET- 1698087
Valler, Donata L.	Bachelor of Science in Agriculture major in Crop Science	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	Doctor of Philosophy in Crop Science major in Horticulture	Central Luzon State University	LEA- 0010942

COLLEGE OF AGRICULTURE
Bachelor of Science in Agribusiness

NAME OF FACULTY	UNDERGRADUATE DEGREE	SCHOOL	MASTER'S DEGREE	SCHOOL	DOCTORATE DEGREE	SCHOOL	Relevant License ID
Bacusa, Shenna Babs M.	Bachelor in Physical Education	DEBESMSCAT	Master of Arts in Education major in Physical Education and Sports (On- going)	La Consolacion University Philippines	None		LET- 2304129 Exp. Feb 6, 2028
Cinco, Allan Jr. T.	Bachelor of Science in Agribusiness	DEBESMSCAT	None	None	None	None	None
Ferreras, Ulysis L.	Bachelor of Science in Agricultural Education major in Animal Science	DEBESMSCAT	Master of Arts in Education major in Administration and Supervision	DEBESMSCAT	Doctor of Education major in Educational Leadership	DEBESMSCAT	LET- 0775546

			Master of Science in Agriculture major in Crop Science				
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COLLEGE OF AGRICULTURE
Bachelor of Science in Agroforestry

NAME OF FACULTY	UNDERGRADUATE DEGREE	SCHOOL	MASTER'S DEGREE	SCHOOL	DOCTORATE DEGREE	SCHOOL	Relevant License ID
Abella, Mark Anthony C.	Bachelor of Science in Forestry	Bicol University	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	Doctor of Philosophy in Resource Management major in Forest Resources Management	Isabela State University	FLE – 0006661
Royo, Jona M.	Bachelor in Secondary Education major in English	DEBESMSCAT	Master of Arts in Education major in Administration and Supervision Master of Arts in English Language Education	DEBESMSCAT	Doctor of Education major in Educational Leadership	Doctor of Philosophy in Extension Education	LET-1047380

Royo, Amalia A.	Doctor of Veterinary Medicine	Dr. Yanga Francisco Balagtas College	Master of Animal Husbandry	Dela Salle Araneta University	None	None	None
Tumbaga, Melvin G.	Bachelor of Science in Agriculture major in Agroforestry	DEBESMSCAT	Master of Science in Agriculture major in Crop Science	DEBESMSCAT	None	None	LEA-0011152

COLLEGE OF AGRICULTURE
Bachelor of Science in Environmental Science

NAME OF FACULTY	UNDERGRADUATE DEGREE	SCHOOL	MASTER'S DEGREE	SCHOOL	DOCTORATE DEGREE	SCHOOL	Relevant License ID
Almoguera, Laurence G.	Bachelor of Science in Agricultural Engineering	DEBESMSCAT	Master of Science in Agricultural Engineering major in Soil and Water Management	Central Luzon State University	None	None	AE – 0007524
Loraña, John L.	Bachelor of Science in Forestry	West Visayas State University	Master of Science in Environmental Management	University of Southern Philippines	Doctor of Philosophy in Environmental Management	Central Luzon State University	FLE - 5790
Mortel, John Carlo V.	Bachelor of Science in Secondary Education major in Biological Science	DEBESMSCAT	Master of Arts in Education major in Science Education	DEBESMSCAT	None	None	LET-1841223
Vibas, Nestor R Jr.	Bachelor of Science in Secondary Education	DEBESMSCAT	Master of Arts in Education	DEBESMSCAT	None	None	None

	major in Biological Science		major in Science Education (On-going)				
Zaragoza, Maria Christina Rochelle D.	Bachelor of Science in Biology	Bicol University	Master in Biology	Central Luzon State University	None	None	LET-

COLLEGE OF BUSINESS, TOURISM AND ECONOMIS

Bachelors of Public Administration

CAMPUS (if there are other campuses, kindly indicate in the dropdown)	LAST NAME	FIRST NAME	PROGR AM/ DEPAR TMENT	STAT US OF APPOI NMEN T	EMPLOY MENT TYPE	EDUCATIONAL BACKGROUND			ACADEMIC SPECIALIZAT ION	LICENSED (if applicable, Attached Evidence)		EVIDE NCE
						Bach elor	Masters	Doct orate		Licens e No.	Expiry Date	
Mandaon	Toling	Rony	BPA	Perman ent	Dean, CBTE / Full-time	BSB A	MBA	PhD	Business Administration and Management			
Mandaon	Romero	Jerryl	BPA	Perman ent	Department Head, BPA / Full-Time	AB PolSc ie	MPA	DPA on- goin g	PolScie and Public Administration	20857 43	12/05/2 026	
Mandaon	Capinig	Florence Joy	BPA	Perman ent	OIC Department Head / BPA Full- Time	AB PolSc ie / Juris Doct or	MPA		PolScie, Law and Public Administration			
Mandaon	Jordan	Cklainch Alfe	BPA	COS	Full-Time	AB Socio logy	MPA ongoing		Sociology, GAD			
Mandaon	Simon	Fatti Patrece	BPA	COS	Full-Time	BPA	MPA ongoing		Public Administration			

Mandaon	Francisco	Jane	BPA	Faculty	Part-Time	BPA	MPA ongoing		Public ad / Human Resource			
Mandaon	Atabay	Joan Berndadette	BPA	COS	Affiliates	BS Entrepreneur	MA Entrep ongoing		Entrepreneurship			
Mandaon	Bacusa	Juniely	BPA	COS	Affiliates	BPE D			Physical Education	2386778	11/28/2029	
Mandaon	Delos Reyes	Mary Rose	BPA	COS	Affiliates	BSE D SocStud			Social Studies	2417748	04/02/2029	
Mandaon	Estipona	Pauline Kristel	BPA	COS	Affiliates	BSE D English	MA English ongoing		English	1930354	04/21/2028	
Mandaon	Lotivio	Rachelle Nicole	BPA	COS	Affiliates	BPE D	MA PE ongoing		Physical Education			
Mandaon	Maglente	Cathy	BPA	COS	Affiliates	BSE D Social Studies	MA Social Studies ongoing		Social Sciences	2024865	07/31/2029	
Mandaon	Manucan	Donald	BPA	COS	Affiliates	BSE D Math	MAED Math (CAR)		Mathematics	2072248	08/18/2029	
Mandaon	Punay	Alfred Gener	BPA	COS	Affiliates	AB Psychology	MA Psychology		Psychology			
Mandaon	Vasquez	Donna	BPA	COS	Affiliates	BSE D			Social Studies	2184831	02/10/2027	

						SocSt ud						
Mandaon	Castillo	Emeros	BPA	Perman ent	Affiliates	BS Gen. Scien ce	MATS	PhD Gen Sci	Science	00871 47	05/04/2 027	
Mandaon	Ramiso	Rowelyn	BPA	Perman ent	Affiliates	BSC S	MSIT/M PA	DPA on- goin g	Computer and Public Administration			
Mandaon	Villester	Sharmaena	BPA	Perman ent	Affiliates	AB Econ	MPA	DPA on- goin g	Economics and Public Administration	16090 31	07/262 027	

COLLEGE OF BUSINESS, TOURISM AND ECONOMIS

Bachelors in Economics

CAMPUS (if there are other campuses, kindly indicate in the dropdown)	LAST NAME	FIRST NAME	PROGRAM/ DEPARTMENT	STATUS OF APPOINTMENT	EMPLOYMENT TYPE	EDUCATIONAL BACKGROUND			ACADEMIC SPECIALIZATION	LICENSED (if applicable, Attached Evidence)		EVIDENCE
						Bachelor	Masters	Doctorate		Licence No.	Expiry Date	
Mandaon	Toling	Rony	AB Econ	Permanent	Dean, CBTE / Full-time	BSBA	MBA	PhD	Business Administration and Management			
Mandaon	Villester	Sharmaena	AB Econ	Permanent	Department Head, Econ / Full-Time	AB Econ	MPA	DPA ongoing	Economics and Public Administration	1609031	07/262027	
Mandaon	Castro	Marjobel	AB Econ	Permanent	Full-Time	BS Econ	MA Econ		Economics and Business			
Mandaon	Laurio	Leo	AB Econ	COS	Full-Time	BSAEN	MA Math ongoing		Mathematics	1223267	10/10/2028	
Mandaon	Maglente	Cathy	AB Econ	COS	Full-Time	BSAD Social Studies	MA Social Studies ongoing		Social Sciences	2024865	07/31/2029	
Mandaon	Sabaulan	Jelyn	AB Econ	COS	Full-time	AB Econ	MA Econ ongoing		Economics			

Mandaon	Adigue	Jay Pee	AB Econ	Faculty	Part-Time	AB Philoso phy		Juris Doct or	Law	89422	N/A	
Mandaon	Castillo	Phoebe	AB Econ	Faculty	Part-Time	BS Psycho logy	MA Psycholo gy ongoing		Human Resource	00194 67	10/28/2 028	
Mandaon	De Leon	Delon Angelo	AB Econ	Faculty	Part-Time	BEED Presch ool	MAED AS	EdD EL	General Education	17349 49	30/0320 28	
Mandaon	Flaviano	Orbito	AB Econ	Faculty	Part-Time	BSIS	MPA ongoing		Computer			
Mandaon	Francisco	Jane	AB Econ	Faculty	Part-Time	BPA	MPA ongoing		Public ad / Human Resource			
Mandaon	Atabay	Joan Berndadette	AB Econ	COS	Affiliates	BS Entrep	MA Entrep ongoing		Entrepre neurship			
Mandaon	Bacusa	Juniely	AB Econ	COS	Affiliates	BPED			Physical Education	23867 78	11/28/2 029	
Mandaon	Castillo	Emeros	AB Econ	Permanent	Affiliates	BS Gen. Scienc e	MATS	PhD GenS ci	Science	00871 47	05/04/2 027	
Mandaon	Sevilla	Neddie	AB Econ	Permanent	Affiliates	BSGD Math	MA Math	PhD Math	Mathemati cs	10465 38	06/0120 28	

COLLEGE OF BUSINESS, TOURISM AND ECONOMIS

BS in Entrepreneurship

CAMPUS (if there are other campuses, kindly indicate in the dropdown)	LAST NAME	FIRST NAME	PROGRA M/ DEPART MENT	STATUS OF APPOIN MENT	EMPLOYME NT TYPE	EDUCATIONAL BACKGROUND			ACADEMIC SPECIALIZA TION	LICENSED (if applicable, Attached Evidence)		EVI DEN CE
						Bachel or	Maste rs	Doctor ate		License No.	Expi ry Date	
Mandaon	Toling	Rony	BS Entrep	Permanent	Dean, CBTE / Full-time	BSBA	MBA	PhD	Business Administration and Management			
Mandaon	Tomboc on	Nonalyn	BS Entrep	Permanent	Department Head, Entrep / Full-Time	BS Entrep	MM	DBA - On- going Dissert ation	Business Management & Entrepreneurshi p			
Mandaon	Velarde	Al Wilson	BS Entrep	Permanent	Full-Time	BS HRM	MBM	PhD on- going	Food & Business Management			
Mandaon	Aguilar	Teresa	BS Entrep	Permanent	Full-Time	BSBA _OM	MBA		Business Administration			
Mandaon	Bacusa	Juniely	BS Entrep	COS	Full-Time	BPED			Physical Education	2386778	11/2 8/20 29	
Mandaon	Jardin	Jessa Abelynne	BS Entrep	COS	Full-Time	BS Entrep	MA Entrep - ongoi ng		Entrepreneurshi p			

Mandaon	Almodal	Remuel John	BS Entrep	Faculty	Part-Time	BSIS			Computer			
Mandaon	Catiwa	John Philip	BS Entrep	Faculty	Part-Time	BS Accou ntancy			Accounting / CPA	131928		
Mandaon	Castillo	Phoebe	BS Entrep	Faculty	Part-Time	BS Psycho logy	MA Psych ology ongoi ng		Human Resource	0019467	10/2 8/20 28	
Mandaon	Francisc o	Jane	BS Entrep	Faculty	Part-Time	BPA	MPA - ongoi ng		Public ad / Human Resource			
Mandaon	Montilla	Mark John	BS Entrep	Faculty	Part-Time	BS Accou ntancy		Juris Doctor	Accounting / CPA	0167164	02/0 9/20 27	
Mandaon	Refil	Jerol	BS Entrep	Faculty	Part-Time	BSED Scienc e	MA Scienc e - ongoi ng		Science			
Mandaon	Atabay	Joan Berndade tte	BS Entrep	COS	Affiliates	BS Entrep	MA Entrep - ongoi ng		Entrepreneurshi p			
Mandaon	Laurio	Leo	BS Entrep	COS	Affiliates	BSAE N	MA Math ongoi ng		Mathematics	1223267	10/1 0/20 28	

Mandaon	Estipona	Pauline Kristel	BS Entrep	COS	Affiliates	BSED English	MA English ongoing		English	1930354	04/21/2028	
Mandaon	Jordan	Cklainch Alfe	BS Entrep	COS	Affiliates	AB Sociology	MPA - ongoing		Sociology, GAD			
Mandaon	Maglente	Cathy	BS Entrep	COS	Affiliates	BSED Social Studies	MA Social Studies ongoing		Social Sciences	2024865	07/31/2029	

Permanent and Temporary Faculty Profile

A.Y. 2026-2027

Name of Faculty		College	Sex	Academic Rank	Academic Preparation			LICENSE	REMARKS
A. Permanent					DOCTORATE	MASTERS	BACCALAUREATE		
1	ABELLA, GRACE B.	CE	Female	Associate Professor V	ED.D Educat'l Mngt., Masbate Colleges, CAR 2019	MAED, Masbate Colleges 2016	BS Nursing, BU, 1996	LET (Not relevant), Licensed Nurse (Relevant)	
2	ABELLA, MARK ANTHONY C.	CA	Male	Associate	PhD in Resource Management	MS Agriculture- Crop Science,	BS Agroforestry, BU, 1998	Licensure Exam for	

				Professor V	(Forest Resources Management), Isabella SU, 2021	DEBESMSCAT, 2009		Foresters (Relevant)	
3	ADIGUE, MA. LORENA P.	CE	Female	Instructor I	PhD in PE and Sports (27units), Adamson University, 2023	MA Physical Education, BU, 2022	BPE, PUP, 2012	LET (Relevant)	
4	AGUILAR, TERESA A.	CAS	Female	Instructor I		Masters in Business Administration, La Consolacion University Philippines, 2025	BSBA Operations Management, BU, 2019	CSC Professional (Not relevant)	
5	ALCANTARA, EDWIN L.	GS	Male	Associate Professor IV	PhD Animal Science (CAR), UPLB, Ongoing	MSA, DEBESMSCAT 2009	BSAED, DEBESMSCAT, 1994	PBET (Relevant)	
6	ALCANTARA, JESSICA M.	GS	Female	Associate Professor V	Doctor of Arts in Literature and Communication, Cebu Normal University, 2014	MAT English, Osmeña Colleges, 2007	BA English , BU, 1991	PBET (Relevant)	
7	ALIMONSURI N, ANTHONY V.	CAW	Male	Assistant Professor I	PhD English Language and Literature, La Consolacion	MAED English Language Education, DEBESMSCAT, 2020	BSED English, DEBESMSCAT, 2017	LET (Relevant)	

					University, 36units (on going)				
8	ALMOGUERA, LAURENCE G.	CA	Male	Assistant Professor II		MSAEN, CLSU, 2019	BSAEN, DEBESMSCAT, 2013	PAELE (Relevant)	
9	ALMONICAR, CESAR JR. D.	CAW	Male	Associate Professor I	EdDEL, DEBESMSCA T, 2021	MAED, DEBESMSCAT, 2018	BEED, Liceo de San Jacinto, 2013	LET (Relevant)	
10	ALTIZON, NACEL C.	CENG	Female	Assistant Professor I		MS Civil Engineering, USC, 2021	BS Civil Engineering, Central Colleges of the Philippines, 1990	Licensed Civil Engineer (Relevant)	
11	AMARILLE, CARLA L.	CAW	Female	Instructor I		MA English Education, BU, 2024	BSed English, BU, 2019	LET (Relevant)	
12	ANCAJAS, FROILYN A.	CE	Female	Assistant Professor IV	EdDEL, DEBESMSCA T, 42units (on going)	MAED ADMIN & SUPERVISION, DEBESMSCAT, 2012	BSed English, DEBESMSCAT, 2010	LET (Relevant)	
13	BAGUNOC, CARLA M.	CA	Female	Assistant Professor II	PhD Animal Science (21units), DEBESMSCA T, (on going)	MSA Animal Science, DEBESMSCAT, 2020	BSA Animal Science, DEBESMSCAT, 2007	LEA (Relevant)	
14	BALANUECO, MARY-ANN J.	CE	Female	Instructor I	EdDEL, DEBESMSCA T, 2025	MAED Home Economics, DEBESMSCAT, 2006	BS Home Technology, DEBESMSCAT, 2000	LET (Relevant)	
15	BALBUENA, PRINCESS Z.	CE	Female	Instructor III		MAED Administration and Supervision,	BSed Social Studies, BUCE, 2007	LET (Relevant)	

						DEBESMSCAT, 2021 Master of Arts in Social Studies Education, BUT, 2026			
16	BALBUENA, SHERWIN E.	GS	Male	Associate Professor V	EdDEL, DEBESMSCA T, 2022	MAED, DEBESMSC AT 2011 MS in Statistics, UP Los Banos 2019	BSED-Math 2006, DEBESMSCAT	LET (Relevant)	
17	BANTILLO, NIKKI FAITH A.	GS	Female	Associate Professor I	EdDEL, DEBESMSCA T, 2025	MAED Physics Education, BU, 2022	BSED Physics , BU, 2017	LET (Relevant)	
18	BARRUGA, BERNARD M.	GS	Male	Associate Professor III	EdD Educational Leadership, DEBESMSCA T, 2021 PhD Language and Literacy Development, ADNU, 28units (on going)	MAT English , Masbate Colleges, 2011	AB English , Masbate Colleges, 1999 Bachelor of Laws, Southern Bicol Colleges, 2013	LET (Relevant)	
19	BASULGAN, EDDIE B.	CA	Male	Associate Professor III		MSA Crop Science, DEBESMSCAT, 2002	BSA AgEd, DEBESMSCAT, 1993	PBET (Relevant)	
20	BATAGA, NANITA M.	CA	Female	Assistant Professor II	Doctor of Education, Osmeña Colleges, 24	MAT Mathematics, Osmeña Colleges, 2020	BSA Agricultural Education, DEBESMSCAT, 1990	LET & LEA (Relevant)	

					units (on going)				
21	BITANCUR, EDGARDO A.	CENG	Male	Assistant Professor II		Master of Engineering major in Electrical Engineering, CSPC, 2023	BS Electrical Engineering, BU, 1990	LET & Licensed Assistant Electrical Engineer (Relevant)	
22	BOLTRON, JUNEVIC Y.	CIT	Female						
23	BORRES, ELIGIO JR. C.	CA	Male	Assistant Professor III		MSAEN Soil and Water Management, CLSU, 2018	BSAEN, DEBESMSCAT, 2009	PAELE (Relevant)	
24	BUAYAN, MORENA C.	GS	Female	Associate Professor V	EdD Educational Management, Osmeña Colleges, 2008	MAT Math, Osmeña Colleges, 1996	BSED Mathematics, LNU, 1986	PBET (Relevant)	
25	BURAC, RODOLFO JR. B.	VPREI	Male	Associate Professor V	PhD, Masbate Colleges, 2020	MAED, Masbate Colleges 2001	Bachelor of Arts, Masbate Colleges 1997	LET (Relevant)	
26	CAJURAO, EMMA O.	CE	Female	Assistant Professor III	EdD Administration and Supervision (24units), Osmeña Colleges, 2018	MAT Mathematics, Osmeña Colleges, 2016	BSED-Math, DEBESMSCAT, 2007	LET (Relevant)	
27	CAJURAO, ERDEE C.	CE	Male	Associate		MA Biology Education, BU, 2018	BS Biology, BU, 2006	LET (Relevant)	

				Professor IV					
28	CANTORIA, AMANCIO JR. L.	GS	Male	Associate Professor V	Ed.D., Osmeña College 2009	MAT Mathematics, Osmeña College, 2000	AB Mathematics , Osmeña College, 1992	PBET (Relevant)	
29	CANTORIA, URANUS E.	CE	Female	Associate Professor II	Ed.D. Educational Management (CAR), Osmeña colleges, 2019	MAT- Mathematics, Osmeña Colleges, 2008	BS-ED-Math , Osmeña Colleges, 1994	PBET (Relevant)	
30	CAPINIG, FLORENCE JOY M.		Female	Instructor I		MPA, DEBESMSCAT, 2026	AB Political Science, BU, 2013 Bachelor of Laws , Aquinas University, 2017	CSC Professional	
31	CARMEN, ARLENE B.	CE	Female	Professor VI	Ed.D Educ. Leadership DEBESMSCAT, 2012 PhD English Language and Literature, ADMU, 2023	MAT English, BU, 2009	AB Mass Com Journalism, CEU, 1996	LET (Relevant)	
32	CASI, JOCELYN S.	CE	Female	Associate Professor V	EdDEL (CAR), DEBESMSCAT, 2022	MAED Admin & Supervision, DEBESMSCAT, 2010	AB Sociology, BU, 1983 BEED Osmena Colleges, 1689	PBET (Relevant)	
33	CASTILLO, EMEROS R.	CAS	Female	Associate	PhD Science Education (General	MAT Science, Southern University Cebu City, 2007	BS General Science, Aquinas	PBET (Relevant)	

				Professor V	Science), NVSU, 2022		University of Leagazpi, 1991		
34	CASTILLO, IRIS B.	CAW	Female	Associate Professor IV		Master in English Education, BU, 2008	AB English, Masbate Colleges, 1988	PBET (Relevant)	
35	CASTRO, MARJOBEL R.		Female	Instructor I		MA Economics, USC, 2026	BS Entrepreneur (Business Track), USC, 2019	CSC Professional	
36	CELEDONIO, MILAGROS A.	GS	Female	Professor I	PhD Biology, USC, 2018	MA Teaching (Science) , South Western University, 1998	BS Biology, Bicol University, 1989	PBET (Relevant)	
37	CLORES, NOVY R.	CE	Female	Associate Professor V	Ed.D.E.L , DEBESMSCAT, 2011	MSA Animal Science, DEBESMSCAT 2006 MAED Educational Management, USC, 2019	BSAED, DEBESMSCAT, 2002	LET (Relevant)	
38	CLORES, VINCENT M.	CENG	Male	Associate Professor V	PhD Research and Evaluation, USC, 2020	MDE, UP-Open U, 2013	BS Computer Eng'g- USC, 1998	CSC Professional	
39	CORLET, DENNIS G.	CAS	Male	Associate Professor I		MAED Admin and Supervision, DEBESMSCAT, ;MSIT, La Consolacion University, 39units (on going)	BS Computer Science, DEBESMSCAT, 2010	LET, CSC Professional (Relevant)	

40	CORNAL, NIMFA R.	CA	Female	Associate Professor V	EdDEL, DEBESMSCAT, 2011	MSA Animal Science, DEBESMSCAT, 2001	BSAED, DEBESMSCAT, 1984	PBET (Relevant)	
41	CRISTOBAL, DAHLIA R.	CE	Female	Associate Professor I	EdDEL, DEBESMSCAT, 2021	MAED Admin & Supervision, DEBESMSCAT, 2017	BEED-Pre-Sch, DEBESMSCAT, 2014	LET (Relevant)	
42	DELAVIN, ELREEN A.	VPAA	Female	Professor IV	Ed.D. Education Leadership, DEBESMSCAT 2016 Ed.D. Early Childhood Education, Cebu Normal University, 2026	MAED Admin. & Supervision, DEBESMSCAT	BEED Pre-Sch, DEBESMSCAT, 2009	LET (Relevant)	
43	DOLLISON, MOHAMMAD D.	CA	Male	Associate Professor II	PhD Agronomy, UPLB, 42 units (on going)	MS Plant Protection, CBSUA, 2016	BSA Crop Science, DEBESMSCAT, 2009	LEA (Relevant)	
44	ESCALANTE, JOPER C.	CE	Male	Assistant Professor IV		MAED Admin. & Supervision, DEBESMSCAT, 2019	BEED-Gen Ed, BU 2014	LET (Relevant)	
45	ESTREMERA, MICHAEL L.	GS	Male	Associate Professor IV	PhD Educational Development, Annunciation College of	MAED English, Sorosogn SU, 2011	BSSED THE, SoSU, 2003; BSSED English, Annunciation College of Bacon	LET(Relevant)	

					Bacon Sorsogon Unit Inc. (ACBSUI), 2019 PhD Language Education, Sorsogon SU, 2026		Sorsogon Unit Inc. (ACBSUI), 209units, 2023		
46	FERRERAS, ULYSIS L.	CA	Male	Associate Professor V	EdDEL, DEBESMSCA T, 2016	MAED Admin. & Supervision, DEBESMSCAT, 2009	BSAED-Animal Science, DEBESMSCAT, 2002	LET (Relevant)	
47	GABRITO, RICKY C.	CAW	Male	Assistant Professor II	PhD, Masbate Colleges, 54units	Master in Educational Mgt, PUP, 2015	BSCS, DEBESMSCAT, 2007	LET (Not relevant)	
48	HAYA, CHRISTINE JOY A.	CENG	Female	Instructor I		MS Management Engineering, University of the Visayas, 2020	BS Computer Eng, STI, 2016	None	
49	HAYA, LAWRENCE B.	CENG	Male	Instructor I		Master in Public Administration, University of the Visayas, 2019	BS Computer Engineering, STI, 2016	CSC Professional (Not relevant)	
50	IBAÑEZ, ROGER JR. Y	CAW	Male	Assistant Professor III	PhD Animal Science, VSU, 2026	MSA Animal Science, DEBESMSCAT, 2018	BSA AgEd, DEBESMSCAT, 2013	LET (Relevant)	
51	IBAÑEZ, ZALDY JR. C.	CA	Male	Instructor III	PhD Plant Science major in Agronomy,	MSA Crop Science, DEBESMSCAT, 2025	BSA AgEd, DEBESMSCAT, 2018	LET/LEA (Relevant)	

					CBSUA, on going				
52	LABASTIDA, MYLA O.	CE	Female	Instructor III	EdD Educational Leadership, DEBESMSCAT, 2024	MAED, DEBESMSCAT, 2015	BEED, BU, 2010	LET (Relevant)	
53	LANUZO, JOSE LEANDRO III M.	CCIT	Male						
54	LLARENA, ALAN A.	CEBG	Male	Associate Professor IV		MSAEN Central Luzon State University, 2014	BS Agricultural Engineering, BU, 1992	CSC Professional, PAELE (Relevant)	
55	LLARENA, MARIVIC C.	CE	Female	Associate Professor V	Doctor of Education (18units), Osmeña Colleges, 1996	MAT Filipino, Osmeña Colleges, 1996	BSed Filipino, National Teachers College, 1988	PBET (Relevant)	
56	LORANA, JOHN L.	CA	Male	Professor III	PhD in Environmental Management, CLSU, 2018	MS Environment Management, University of Southern Philippines, 2008	BS Forestry, Western Visayas SU, 1996	Licensure Exam for Foresters (Relevant)	
57	LOTIVIO, ELLA P.	CE	Female	Instructor II	PhD English Language and Literature, LCUP, 2024	MAED English Language Education, DEBESMSCAT, 2020	BSed English, DEBESMSCAT, 2016	LET (Relevant)	
58	LOYOLA, JUDITH M.	CIT	Female	Associate	EdD- Industrial Education, TUP, 2015	MAIE, BU, 2007	BS Industrial Technology (Foods	PBET (Relevant)	

				Professor V			Technology), Bicol University, 1995		
59	LUCERNAS, MICHAEL A.	CENG	Male	Assistant Professor II		MSAEN, UPLB, 2019	BS AgEng'g, DEBESMSCAT, 2010	PAELE (Relevant)	
60	LUZONG, ALBERTO III B.		Male	Instructor I		MS Industrial Technology, CTU, 2025	BS ELECTRONICS TECHNOLOGY, BU 2015	None	
61	MAGALANG, JESSIE JR. L.	CE	Male	Instructor I	PhD in Filipino, BU, 18units (ongoing)	MA Filipino Education, BU, 2021	BSed Filipino, BU, 2016	LET (Relevant)	
62	MAHAWAN, ALVIN M.	CE	Male	Assistant Professor I	EdD Educational Leadership and Management, BU, 2024	MAED Science Education, DEBESMSCAT, 2020	BSed Biological Science, DEBESMSCAT, 2016	LET(Relevant)	
63	MALAG, ARNOLD I.	CENG	Male	Associate Professor V	PhD Technology Management, CTU, 2017	MA Engineering Technology, Camarines Sur Polytechnic College, 2009	BS Mechanical Engineering, Bicol University, 1993	Licensed Mechanical Engineer (Relevant)	
64	MALAG, REYNALD I.	CENG	Male	Associate Professor V	Doctor of Philosophy, Masbate Colleges, 2015	MPA, Osmeña Colleges, 2007	BS Civil Engineering, Divine Word College of Legazpi, 1995	Licensed Civil Engineer (Relevant)	
65	MALTO, ERWIN H.	VPAF	Male	Professor VI	PhD Public Administration, BU, 2008	Master in Management and Public Administration, BU, 2000	BSBA Management, BUCAS, 1989	CSC Professional (Not relevant)	

66	MALTO, FRANCIS KYLE R.	CIT	Male	Assistant Professor II		MA Industrial Education, BU, 2019	BS Electronics Technology, BU, 2011	None	
67	MANLANGIT, LEAN L.	CAW	Male	Instructo r I		MAED Major in Teaching Physical Education and Sports, CTU, 2024	BSED MAPEH, USJR, 2019	LET (Relevant)	
68	MEDINA, EDITHA T.	CE	Femal e	Assistant Professor II	PhD Educational Management, MC, 30units (on going)	MAED Physical Education, University of San - Jose Recoletos, 2013	BSED PE, USC 2001	LET (Relevant)	
69	MONIÑO, ANALYN M.	CA	Femal e	Instructo r I	PhD Animal Science, DEBESMSCA T, on going	MSA Animal Science, DEBESMSCAT, 2018	BSA Agricultural Education, DEBESMSCAT, 2014	LET, LEA (Relevant)	
70	NATURAL, JONATHAN V.	CENG	Male	Assistant Professor IV	Doctor of Technology Management, CTU, 36units (on going)	Master in Engineering Technology, Camarines Sur Polytechnic College, 2014	BS Mech Eng, BU, 1999	Licensed Mechanical Engineer (Relevant)	
71	OCARIZA, ARSENIO D.	CE	Male	Assistant Professor I		MAED Admin. & Supervision, DEBESMSCAT, 2017	BSED Physics , BU , 2010	LET (Relevant)	
72	OGAYA, MICHAEL O.	CA	Male	Associat e Professor IV	PhD Extension Education, UPLB, 46units (on going)	MAED Admin & Supervision, DEBESMSCAT, 2012	BSA AgEd, DEBESMSCAT, 2010	LEA, LET	
73	PACHECO, RAMIR G.	GS	Male						

74	PADASAS, RAIZA M.	CE	Femal e	Associat e Professor V	EdDEL, DEBESMSCA T, 2018	MAED Admin & Supervision, DEBESMSCAT, 2011	BEED- English , DEBESMSCAT, 2008	LET (Relevant)	
75	PAGOROGON, WILFRED B.	CAS	Male	Associat e Professor IV		Master in Information Technology, University of the Cordilleras, Baguio city, 2018	BSCS, Divine World College of Legazpi, 1998	CSC Professional (Not relevant)	
76	PARDEÑO, JOEY V.	CE	Femal e	Assistant Professor I	EdDEL, DEBESMSCA T, 2024	MAED Admin & Supervision, DEBESMSCAT, 2012	BSHT Home Technology Education, DEBESMSCAT, 2002	LET (Relevant)	
77	PARDEÑO, NOEL JR. B.	CAW	Male						
78	RABAS, RICHEL B.	CAW	Femal e	Instructo r I	PhD Mathematics Education, NEUST, 12units on going	MAED Mathematics Education, DEBESMSCAT, 2025	BSed Mathematics, DEBESMSCAT, 2022	LET (Relevant)	
79	RAMISO, DENNIS C.	CE	Male	Instructo r II		MAED Admin & Supervision, Osmeña Colleges, 2021	AB Political Science, Osmeña Colleges, 1993	LET (Relevant)	
80	RAMISO, ROWELYN M.	CAS	Femal e	Associat e Professor V	PhD Public Administration (CAR), BU, (on going)	Master in Public Administration, Osmeña Colleges, 2013 Master of Science in Information Technology,	BS Computer Science, Osmeña Colleges, 1998	CSC Sub- professional	

						University of San Jose Recoletos, 2013			
81	RAMO, GERALD O.	CE	Male	Teacher I		MA Physical Education (CAR), BU, 2023	Bachelor of Physical Education, BU, 2007	LET (Relevant)	
82	RAMOS, RANDY B.	CIT	Male	Instructor I	Doctor of Philosophy in Technology Management, CTU, 24 units (on going)	Master of Science in Industrial Technology, CTU, 2023	BSIT Automotive Technology, DEBESMSCAT, 2015	None	
83	RAPSING, ELMO JR. C.	CIT	Male	Associate Professor V	Doctor of Technology, TUP, 2024	Master in Engineering Technology, CSPC, 2016	BS Mechanical Engineering, BU, 2002	Licensed Mechanical Engineer (Relevant)	
84	ROMANO, MARIA JESSABELLE P.	CCIT	Female			MAED Social Studies, LCUP, 2025	BSED Social Studies, DEBESMSCAT, 2023	LET (Relevant)	
85	ROMERO, JERRY Q.	CAS	Female	Instructor I	Doctor in Public Administration, CTU, 24 units (on going)	Master in Public Administration, Osmeña Colleges, 2019	AB Political Science, New Era University, 2015	LET (Relevant)	
86	ROYO, AMALIA A.	CA	Female	Assistant Professor IV		MS Animal Husbandry, De La Salle Araneta University, 2010	BS Veterinary Medicine, F. Balagtas College, 1995		

87	ROYO, JONA M.	CA	Female	Associate Professor III	EdDEL, DEBESMSCAT, 2021	MAED Admin & Supervision, DEBESMSCAT, 2016 MA English Language Education, DEBESMSCAT, 36units (on going)	BSED English, DEBESMSCAT, 2009	LET (Relevant)	
88	SEVILLA, NEDIE BRIZO	GS	Female	Associate Professor II	PhD Mathematics Education, BU, 2017	MA Mathematics Education, BU, 2013	BSED Mathematics, BU, 2009	LET (Relevant)	
89	SOLA, NORIE-AR M.	CE	Female	Instructor I	PhD Educational Management, University of Perpetual Help System Dalta, 12units (ongoing)	Master in Nursing, BU, 2016	BS Nursing, UST, 2010	Licensed Nurse (Not relevant)	
90	SOLINAP, JANETTE P.	CE	Female	Associate Professor V		MA Education (Home Economics), DEBESMSCAT, 2007	BS Industrial Education (Home Economics), West Visayas CST, 1985	PBET (Relevant)	
91	TOLING, RONY S.	CAS	Male	Instructor I	PhD Business Management, Pamantasan ng Lungsod ng Marikina, 2022	MBA, Pamantasan ng Lungsod ng Marikina, 2017	BSBA Management Accounting, ICCT Colleges Foundations, Inc., 2012	None	
92	TOMBOCON, NONALYN D.	CAS	Female	Assistant Professor II	Doctor of Business Administration (48units/CAR),	Master in Management, BU, 2011	BS Entrepreneurship, BU, 2007	CSC Professional (Not relevant)	

					AMA University, 2023				
93	TUMBAGA, GENESIS A.	CCIT	Male						
94	TUMBAGA, MELVIN G.	CA	Male	Instructor I		MSA-CROP SCIENCE, DEBESMSCAT, 2023	BSA AGRO FORESTRY, DEBESMSCAT, 2005	LEA (Relevant)	
95	TURCO, ROCEL A.	GS	Female	Associate Professor V	EdD Educational Management (54units), Osmeña Colleges, 2019	MAT Mathematics, Osmeña Colleges, 2011	BSed Mathematics, PNU, 1992	PBET (Relevant)	
96	UBAC, HARVEY J.	CAW	Male	Instructor I		MSIT, CTU, 2023	BSIT Electrical Technology, DEBESMSCAT, 2016	CSC Professional (Not relevant)	
97	VALENCIA, JOSEPH P.	CE	Male	Instructor III		Master of Arts in Counseling, De La Salle University, 2023	Bachelor of Arts in Psychology, University of Nueva Caceres, 2014	CSC Professional, Registered Guidance Counselor (Relevant)	
98	VALLER, DONATA L.	CA	Female	Associate Professor V	Ph.D. Horticulture, CLSU, 2010	MSA Crop Science, DEBESMSCAT, 2000	BSAED Crop Science, DEBESMSCAT, 1992	LEA & PBET (Relevant)	
99	VELARDE, AL WILSON T.	CAS	Male	Assistant Professor I	Doctor of Philosophy in Business	Master in Business Management, Osmeña Colleges, 2022	BSHRM, Mariner's Polytechnic Colleges, 2013	None	

					Management, CSPC, 6units (on going)				
100	VELARDE, RELLY C.	CE	Male	Assistant Professor II		MAED, DEBESMSCAT, 2016	BSA AgEd, DEBESMSCAT, 2001	LET (Relevant)	
101	VELZA, JACOB FREDDERICK P.	CAW	Male	Assistant Professor I	PhD in Agronomy, VSU, on going	MSA Crop Science, DEBESMSCAT, 2022 Master of Agricultural Development - Agronomy, VSU, 9units (on going)	BSA Agronomy, Siliman University, 2016	LET (Relevant)	
102	VILLANUEVA, SHENNIE B.	CENG	Female	Instructor I		ME Civil Engineering, CSPC, 2023	BSCE, BU, 2016	Licensed Civil Engineer Licensed Master Plumber (Relevant)	
103	VILLARIAS, RIO A.	CE	Male	Instructor I	EdD Educational Leadership, DEBESMSCAT, 45 units (on going)	MAED Mathematics Education, DEBESMSCAT, 2019	BSed Mathematics, DEBESMSCAT, 2016	LET (Relevant)	
104	VILLESTER, NOEL JR. T.	CENG	Male	Assistant Professor I	PhD Technology Management, CTU, 48units	Master of Engineering Technology, CTU, 2020	BS Electrical Engineering, CTU, 2012	Registered Electrical Engineer (Relevant)	

105	VILLESTER, SHARMAENA M.	CAS	Female	Assistant Professor I		MPA, Osmeña Colleges, 2018	AB Economics, BU, 2015	LET (Relevant)	
106	ZARAGOZA, MARIA CHRISTINA ROCHELLE D.	CA	Female	Associate Professor III	PhD Educational Management (30units/CAR), Masbate Colleges, 2018	Master in Biology, CLSU, 2007	BS Biology, BU, 1994	LET (Relevant)	
B. Temporary									
1	AJAS, AL JAY C.	CIT	Male	Instructor I		MSIT, CTU, 33units on going	BS Automotive Technology, BUT, 2019	None	
2	AMOYO, ATHEA BELLE M.	CENG	Female	Instructor I		MS Chemical Engineering, on going	BS Chemical Engineering, DEBESMSCAT, 2025	PD 907	
3	ARNADO, LOI JANN M.	CIT	Male	Instructor I		MSIT, CTU, 24units on going	BS Electronics Technology, BUT, 2022	PD 907	
4	BARRERA, ANTHONY Y.	CIT	Male	Instructor I		ME Civil Engineering in Construction Technology and Management, CTU, 30unit on going	BS Civil Engineering, DEBESMSCAT, 2022	None	
5	BELLO, RANDY D.	CCIT	Male	Instructor I		MS Information Technology, LCUP, CAR (on going)	BSCS, DEBESMSCAT, 2017	None	
6	BRIOBO, HANNA SHEMAIDA L.	CIT	Female	Instructor I		Master of Industrial Education, BU, 30units (on going)	BS Electronics Technology, BU, 2019	None	

7	CANTORIA, RENEE JEAN S.	CENG	Femal e	Instructo r I		MS Chemical Engineering, on going	BS Chemical Engineering, DEBESMSCAT, 2025	Licensed Chemical Engineer	
8	CASTILLO, DAISY JEAN A.	CCIT	Femal e	Instructo r I		MS Information Technology , LCUP, 33units (on going)	BSCS, Osmeña Colleges, 2013	Computer Programmer (Relevant)	
9	CORNAL, MARY LOU NIÑA R.	CIT	Femal e	Instructo r I		MTed Major in Drafting Technology, CTU, 30units	BTechVocTED major in Drafting Technology, BUT, 2023	LET	
10	DEIPARINE, MICAH IRENEO L.	CIT	Male	Instructo r I		MS Industrial Technology , CTU, 30units (on going)	BSIT Electrical Technology, MCTI, 2021	LET/CS Professional	
11	DEJUCOS, MARCO ANGELO R.	CENG	Male	Instructo r I		MS Energy Engineering, UP Diliman, 29units (on going)	BS Chemical Engineering, BU, 2015	Licensed Chemical Engineer, Licensed Master Plumber	
12	FERRIOL, MARY ANE- JOY P.	CE	Femal e	Instructo r I		MA Social Studies Education, BU, 33units (on going)	BSED Social Studies, DEBESMSCAT, 2020	LET (Relevant)	
13	GAMBA, JERMIE T.	CIT	Male	Instructo r I		MSIT, CTU, 33units on going	BSIT Electrical Technology, DEBESMSCAT, 2015	None	
14	GENOTIVA, MICHAEL ANGELO C.	CIT	Male	Instructo r I		MSIT, CTU, 30units (on going)	BSIT Electrical Technology, DEBESMSCAT, 2022		

15	PADASAS, JESSIE E.	CIT	Male	Instructor I		MSIT, CTU, 36units on going	BSIT Civil Technology, DEBESMSCAT, 2007		
16	RAÑOLA, MARK ANTHONY V.	CIT	Male	Instructor I		MSIT, CTU, 30units (on going)	BSIT Automotive Technology, DEBESMSCAT, 2014	PD907, LET	
17	RUDA, MARK IAN T.	CENG	Male	Instructor I		MS Mechanical Engineering, CTU, 9 units (on going)	BS MECHANICAL ENGINEERING, BU, 2020	Licensed Mechanical Engineer (Relevant)	
18	VALDEZ, PAOLO P.	CIT	Male	Instructor I		ME Civil Engineering - Construction Technology and Management (33units), CTU, on going	BS Civil Engineering, BU, 2014	LET (Not Relevant)	

Table B.1.1. Faculty Profile of the DEBESMSCAT College of Education

The College of Education has 31 faculty members, all of whom hold permanent appointments except for one temporary faculty member Ms. Ferriol, Mary Ane-Joy P. The faculty is distributed across various academic ranks, including Instructors, Assistant Professors, Associate Professors, and one Professor VI, Dr. Arlene B. Carmen.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Abella, Grace B.	Associate Professor V	Master of Arts in Education Major in Administration and Supervision PhD Education major in Educational Management	12/14/22		Permanent
2	Adigue, Ma. Lorena P.	Instructor I	BPE, MA Physical Education, PhD in PE and Sports	8/15/22		Permanent
3	Ancajas, Froilyn A.	Assistant Professor IV	BSED English, MAED ADMIN & SUPERVISION, EdDEL	5/23/24		Permanent
4	Balanueco, Mary-Ann J.	Instructor I	BS Home Technology, MAED Home Economics, EdDEL			Permanent
5	Balbuena, Princess Z.	Instructor III	BSED Social Studies, MAED Administration and Supervision	5/23/24		Permanent
6	Cajurao, Emma O.	Assistant Professor III	BSED-Math, MAT Mathematics, EdD Administration and Supervision (on-going)	5/23/24		Permanent
7	Cajurao, Erdee C.	Associate Professor IV	Master of Arts in Biology Education	5/23/24		Permanent
8	Cantoria, Uranus E.	Associate Professor II	BSE - Math MAT - Mathematics	5/23/24		Permanent

9	Carmen, Arlene B.	Professor VI	AB Mass Com Journalism, MAT English, Ed.D Educ. Leadership	5/23/24		Permanent
10	Casi, Jocelyn S.	Associate Professor V	AB Sociology, MAED Admin & Supervision, EdDEL (on- going)	11/12/19		Permanent
11	Clores, Novy R.	Associate Professor V	BSAED, MSA Animal Science, Ed.D.E.L	11/14/22		Permanent
12	Cristobal, Dhalia	Asso. Prof.I	Master of Arts in Education Major in Administration and Supervision PhD Education in Early Childhood Education PhD Education Major in Educational Leadership	5/23/24		Permanent
13	Escalante, Joper C.	Assistant Professor IV	BEED-Gen Ed, MAED Admin. & Supervision			Permanent
14	Labastida, Myla O.	Instructor III	BEED, MAED, EdD Educational Leadership	5/23/24		Permanent
15	Llarena, Marivic C.	Associate Professor V	BSED Filipino MAT Filipino	11/12/19		Permanent
16	Lotivio, Ella P.	Instructor II	BSED English, MAED English Language Education, PhD English Language and Literature	5/23/24		Permanent
17	Magalang, Jessie R., Jr.	Instructor I	BSED Filipino MA Filipino Education PhD Filipino- Dissertation Writing	8/16/22		Permanent
18	Mahawan, Alvin M.	Assistant Professor I	Master of Arts in Education Major in Science	5/23/24		Permanent

			Education PhD Education in Educational Leadership and Management			
19	Medina, Editha T.	Assistant Professor II	BSSED PE, MAED Physical Education, PhD Educational Management(on- going)	11/14/22		Permanent
20	Ocariza, Arsenio D.	Assistant Professor I	Master of Arts in Education Major in Administration and Supervision PhD Education Major in Educational Leadership	5/23/24		Permanent
21	Padasas, Raiza M.	Associate Professor V	BEED- English, MAED Admin & Supervision, EdDEL	5/23/24		Permanent
22	Pardeño, Joey V.	Assistant Professor I	BSHT Home Technology Education, MAED Admin & Supervision, EdDEL	5/23/24		Permanent
23	Ramiso, Dennis C.	Instructor II	AB Political Science MAED Admin & Supervision Doctor of Education Major in Educational Leadership	5/23/24		Permanent
24	Ramo, Gerald O.	Instructor I	Bachelor of Physical Education, MA Physical Education			Permanent
25	Romano, Maria Jessabelle P.	Instructor I	BSSED Social Studies MAED Social Studies			Permanent
26	Sola, Norie Ar M.	Instructor I	Master of Science in Nursing	8/12/24		Permanent

27	Solinap, Janette P.	Associate Professor V	BS Industrial Education (Home Economics), MA Education (Home Economics)	4/1/17		Permanent
28	Valencia, Joseph P.	Instructor III	Master of Arts in Counseling	8/4/25		Permanent
29	Velarde, Relly C.	Assistant Professor II	BSA AgEd, MAED	11/14/22		Permanent
30	Villarias, Rio A.	Instructor I	BSED Mathematics MAED Mathematics Education PhD Mathematics Education	9/1/21		Permanent
31	Ferriol, Mary Ane-Joy P.	Instructor I	BSED Social Studies MA Social Studies Education- On-going	8/14/25		Temporary

The majority of faculty members hold Master's degrees, with several pursuing or having completed Doctoral degrees (EdD, PhD). Thus, the College of Education demonstrates a strong commitment to professional development, with several faculty members enrolled in ongoing doctoral programs.

Faculty specializations cover a wide range of areas including English, Filipino, Mathematics, Science, Social Studies, Physical Education, Home Economics, and Administration

Table B.1.2. Faculty Profile of the DEBESMSCAT College of Engineering

The College of Engineering has 19 faculty members with diverse employment statuses including permanent, temporary, and Contract of Service (COS) appointments.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Altizon, Nacel C.	Assistant Professor I	BS Civil Eng, MS Civil Eng.	5/20/24		Permanent

2	Bitancur, Edgardo A.	Assistant Professor II	BS Electrical Eng., Master of Engineering major in Electrical Engineering	1/2/25		Permanent
3	Llarena, Alan A.	Associate Professor IV	BS Agricultural Eng., MSAEN	11/14/22		Permanent
4	Lucernas, Michael A.	Assistant Professor II	BS AgEng'g, MSAEN,	5/23/24		Permanent
5	Malag, Arnold I.	Associate Professor V	BS Mechanical Engineering, MA Engineering Technology, PhD Technology Management	7/1/17		Permanent
6	Malag, Reynald I.	Associate Professor V	BS Civil Engineering, MPA, Doctor of Philosophy	7/1/19		Permanent
7	Natural, Jonathan V.	Assistant Professor IV	BS Mech Eng, Master in Engineering Technology, Doctor of Technology Management (on-going)	11/14/22		Permanent
8	Villanueva, Shennie B.	Instructor I	BSCE, ME Civil Engineering	7/20/23		Permanent
9	Villester, Noel Jr. T.	Assistant Professor I	BS Electrical Engineering, Master of Engineering Technology, PhD Technology Management (on-going)	5/23/24		Permanent
10	Amoyo, Athea Belle M.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going			Temporary

11	Cantoria, Renee Jean S.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going			Temporary
12	Dejucos, Marco Angelo R.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going	9/14/20	5	Temporary
13	Ruda, Mark Ian T.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going	11/6/24		Temporary
14	Burgos, Luis Iii	Instructor I	BSABE, Master of Science in Agricultural and Biosystem Engineering (on-going)	1/12/26		COS
15	Abardo, Rica	Instructor I	BS Civil Engineering, MS Civil Engineering (on-going)	1/12/26		COS
16	Alindogan, Jaypee	Instructor I	BS Civil Engineering, MS Civil Engineering (on-going)	1/12/26		COS
17	Detablan, Joshua	Instructor I	BS Civil Engineering, MS Civil Engineering (on-going)	1/12/26		COS
18	Diong-An, Chris Jay	Instructor I	BS Electrical Engineering, MS Electrical Engineering	1/12/26		COS
19	Vera, Gerome Jay	Instructor I	BS Electrical Engineering, MS Electrical Engineering	1/12/26		COS

The permanent faculty, which forms the core of the department, includes seven members: Altizon, Bitancur, Llarena, Lucernas, Arnold Malag, Reynald Malag, Natural, Villanueva, and Villester. This group is supplemented by six temporary faculty members, they are Amoyo,

Cantoria, Dejucos, and Ruda and six COS faculty, namely Burgos, Abardo, Alindogan, Detablan, Diong-An, and Vera.

Table B.1.3. Faculty Profile of the DEBESMSCAT College of Business, Tourism and Economics

The College of Business, Tourism and Economics has 7 faculty members, with 6 permanents and 1 COS appointment. The faculty is organized into departments focusing on Entrepreneurship, Economics, and Tourism.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Aguilar, Teresa A.	Instructor I	BSBA Operations Management, Masters in Business Administration	8/1/25		Permanent
2	Castro, Marjobel R.	Instructor I	BS Economics, MA Economics		5	Permanent
3	Toling, Rony S.	Instructor I	BSBA Management Acctg., MBA, Phd Business Management	9/19/22		Permanent
4	Tombocon, Nonalyn D.	Assistant Professor II	BS Entrepreneurship, Master in Management, Doctor of Business Administration (on-going)	5/23/24		Permanent
5	Velarde, Al Wilson T.	Assistant Professor I	BSHRM, Master in Business Management,	5/23/24		Permanent
6	Villester, Sharmaena M.	Assistant Professor I	AB Economics, MPA	5/23/24		Permanent
7	Sabaulan, Jelyn	Instructor I	AB Economics, MA Economics (on-going)	1/12/26		COS

Table B.1.4. Faculty Profile of the DEBESMSCAT College of Computing and Information Technology

The College of Computing and Information Technology has 15 faculty members with a mix of permanent, temporary, and COS appointments. The college offers programs in Computer Science, Computer Engineering, and Information Systems.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Capinig, Florence Joy M.	Instructor I	AB Political Science, MPA			Permanent
2	Castillo, Emeros R.	Associate Professor V	BS General Science, MAT Science, Phd Science Education	11/12/19		Permanent
3	Clores, Vincent M.	Associate Professor V	BS Computer Eng., MDE, Phd Research and Evaluation	11/12/19		Permanent
4	Corlet, Dennis G.	Associate Professor I	BSCS, MAED Admin and Supervision, MSIT, DIT (on-going)	5/23/24		Permanent
5	Haya, Christine Joy A.	Instructor I	BS Computer Eng., MIS, MS Management Eng.	7/5/20		Permanent
6	Haya, Lawrence B.	Instructor I	BS Computer Eng., MPA	2/21/21		Permanent
7	Lanuzo, Jose Leandro Iii M.	Instructor II	BLIS, Master of Library Information Science	12/3/25		Permanent
8	Pagorogon, Wilfred B.	Associate Professor IV	BSCS, MSIT	11/14/22		Permanent
9	Ramiso, Rowelyn M.	Associate Professor V	BSCS, MPA. MSIT, Phd Public Administration (on-going)	11/14/22		Permanent
10	Romero, Jerryl Q.	Instructor I	AB Political Science, MPA, Doctor in Public Administration(on-going)	8/14/23		Permanent
11	Tumbaga, Genesis A.	Instructor I	BS Computer Eng., MS Computer Eng.	1/5/26		Permanent

12	Bello, Randy D.	Instructor I	BSCS, MSIT (on-going)	8/1/22		Temporary
13	Castillo, Daisy Jean A.	Instructor I	BSCS, MSIT (on-going)	9/14/20	5	Temporary
14	Duyag, Clarejy	Instructor I	BSIS, MIS	1/12/26		COS
15	Hermoso, Marlon	Instructor I	BSCS, MIS	1/12/26		COS

Table B.1.5. Faculty Profile of the DEBESMSCAT College of Agriculture and Forestry

The College of Agriculture and Forestry has 21 faculty members, predominantly permanent, with 3 COS appointments. The faculty covers various agricultural specializations including Crop Science, Animal Science, Agribusiness, Forestry, and Environmental Science.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Abella, Mark Anthony C.	Associate Professor V	BS Agroforestry, MS Agriculture-Crop Science, PhD in Resource Management (Forest Resources Management)	5/23/24		Permanent
2	Almoguera, Laurence G.	Assistant Professor II	BSAEN, MSAEN,	5/23/24		Permanent
3	Bagunoc, Carla M.	Assistant Professor II	BSA Animal Science, MSA Animal Science, PhD Animal Science (on-going)	5/23/24		Permanent
4	Basulgan, Eddie B.	Associate Professor III	BSA AgEd, MSA Crop Science	5/23/24		Permanent
5	Bataga, Nanita M.	Assistant Professor II	BSA Agricultural Education, MAT Mathematics, Doctor of			Permanent

			Education (on-going)			
6	Borres, Eligio Jr. C.	Assistant Professor III	BSAEN, MSAEN Soil and Water Management	5/23/24		Permanent
7	Cornal, Nimfa R.	Associate Professor V	BSAED, MSA Animal Science, EdDEL	4/1/17		Permanent
8	Dollison, Mohammad D.	Associate Professor II	BSA Crop Science, MS Plant Protection, PhD Agronomy (on-going)	11/14/22		Permanent
9	Ferreras, Ulysis L.	Associate Professor V	BSAED-Animal Science, MAED Admin. & Supervision, EdDEL	5/23/24		Permanent
10	Ibañez, Zaldy Jr. C.	Instructor III	BSA AgEd, MSA Crop Science, PhD Plant Science major in Agronomy	6/8/26		Permanent
11	Loraña, John L.	Professor III	BS Forestry, MS Environment Management, PhD in Environmental Management	5/23/24		Permanent
12	Moniño, Analyn M.	Instructor I	BSA Agricultural Education, MSA Animal Science, PhD Animal Science (on-going)	9/1/21		Permanent
13	Ogaya, Michael O.	Associate Professor IV	BSA AgEd, MAED Admin & Supervision, PhD Extension Education	5/23/24		Permanent
14	Royo, Amalia A.	Assistant Professor IV	BS Veterinary Medicine, MS	5/23/24		Permanent

			Animal Husbandry			
15	Royo, Jona M.	Associate Professor III	BSED English, MAED Admin & Supervision, EdDEL	5/23/24		Permanent
16	Tumbaga, Melvin G.	Instructor I	BSA AGRO FORESTRY, MSA-CROP SCIENCE	8/14/23		Permanent
17	Valler, Donata L.	Associate Professor V	BSAED Crop Science, MSA Crop Science, Ph.D. Horticulture			Permanent
18	Zaragoza, Maria Christina Rochelle D.	Associate Professor III	BS Biology, Master in Biology, PhD Educational Management (on-going)	11/14/24		Permanent
19	Cinco, Allan, Jr.	Instructor 1	Bachelor of Science in Agribusiness	1/12/26		COS
20	Mortel, John Carlo	COS Instructor	Bachelor of Secondary Education Major in Biological Science Master of Arts in Education major in Science Education Doctor of Philosophy in Science Education	1/12/26		COS
21	Vibas Jr, Nestor	Instructor 1	BSED Biological Science, MAED Science Education	1/12/26		COS

Table B.1.6. Faculty Profile of the DEBESMSCAT College of Industrial Technology

The College of Industrial Technology has 19 faculty members with varied employment statuses: 6 permanents, 7 temporaries, and 6 COS. The college offers programs in Automotive, Civil, Electrical, Electronics, and Food Technology.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Celedonio, Althea	COS Instructor	BTLED, MAED TLE			COS
2	Loyola, Judith M.	Associate Professor V	BS Industrial Technology (Foods Technology), MAIE, EdD-Industrial Education	4/1/17		Permanent
3	Malto, Francis Kyle R.	Assistant Professor II	BS Electronics Technology, MA Industrial Education	5/23/24		Permanent
4	Ramos, Randy B.	Instructor I	BSIT Automotive Technology, Master of Science in Industrial Technology, Doctor of Philosophy in Technology Management	8/1/22		Permanent
5	Rapsing, Elmo Jr. C.	Associate Professor V	BS Mechanical Engineering, Master in Engineering Technology, Doctor of Technology	11/14/22		Permanent
6	Arnado, Loi Jann M.	Instructor I	BS Electronics Technology, MSIT (on-going)	5/15/26		Temporary
7	Briobo, Hanna Shemaida L.	Instructor I	BS Electronics Technology, Master of Industrial Education (on-going)	2/14/26		Temporary

8	Cornal, Mary Lou Niña R.	Instructor I	BTechVocTED major in Drafting Technology, MTED Major in Drafting Technology (on-going)	7/8/26		Temporary
9	Deiparine, Micah Ireneo L.	Instructor I	BSIT Electrical Technology, MS Industrial Technology (on-going)	7/8/26		Temporary
10	Gamba, Jermie T.	Instructor I	BSIT Electrical Technology, MSIT (on-going)	7/8/26		Temporary
11	Genotiva, Michael Angelo C.	Instructor I	BSIT Electrical Technology, MS Industrial Technology (on-going)	7/8/26		Temporary
12	Padasas, Jessie E.	Instructor I	BSIT Civil Technology, MS Industrial Technology (on-going)	7/8/26		Temporary
13	Valdez, Paolo P.	Instructor I	BS Civil Engineering, ME Civil Engineering in Construction Technology and Management (on-going)	11/6/24		Temporary
14	Ajas, Al Jay C.	Instructor I	BS Automotive Technology, MSIT (on-going)	1/12/26		COS
15	Barrera, Anthony Y.	Instructor I	BS Civil Engineering, ME Civil Engineering in Construction Technology and Management (on-going)	1/12/26		COS
16	Boltron, Junevic	Instructor I	BS Industrial Technology, MS Industrial	1/12/26		COS

			Technology (on-going)			
17	Casidsid, Jerald	Instructor I	BS Industrial Technology, MS Industrial Technology (on-going)	1/12/26		COS
18	Guadalupe, Charlien	Instructor I	BS Industrial Technology, MS Industrial Technology (on-going)	1/12/26		COS
19	Rañola, Mark Anthony V.	Instructor I	BSIT Automotive Technology, MS Industrial Technology (on-going)	1/12/26		COS

Table B.1.7. Faculty Profile of the DEBESMSCAT School of Graduate Studies and Research

The School of Graduate Studies and Research has 16 permanent faculty members with distinguished academic credentials, predominantly at the Associate Professor and Professor ranks.

The faculty is highly distinguished, with the majority holding doctoral degrees (PhD or EdD) and academic ranks ranging from Professor I to Professor VI, while many others hold the rank of Associate Professor V. Among its most notable members is Dr. Arnel B. Millesca, the SUC President III, who brings an exceptional multidisciplinary background with degrees in BSED English, Bachelor of Laws, MAED in Administration & Supervision, and an EdD in Educational and Human Resource Management. With specializations spanning Mathematics, English, Science Education, Educational Management, and Public Administration, the team is exceptionally qualified for graduate-level instruction and possesses extensive research and academic management experience.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Alcantara, Edwin L.	Associate Professor IV	BSAED, MSA, PhD Animal Science (CAR)	11/14/22		Permanent

2	Alcantara, Jessica M.	Associate Professor V	BA English, MAT English, Doctor of Arts in Literature and Communication	11/12/19		Permanent
3	Balbuena, Sherwin E.	Associate Professor V	BSED-Math, MAED, EdDEL	5/23/24		Permanent
4	Bantillo, Nikki Faith A.	Associate Professor I	BSED Physics, MAED Physics Education, EdDEL,	5/23/24		Permanent
5	Barruga, Bernard M.	Associate Professor III	AB English, MAT English, EdD Educational Leadership	5/23/24		Permanent
6	Buayan, Morena C.	Associate Professor V	BSED Mathematics, MAT Math, EdD Educational Management	4/1/17		Permanent
7	Burac, Jr. Rodolfo B.	Associate Professor V	AB Political Science, MAED Educational Management, PhD Educational Management	4/1/17		Permanent
8	Cantoria, Amancio Jr. L.	Associate Professor V	AB Mathematics, MAT Mathematics, Ed.D.	11/1/14		Permanent
9	Celedonio, Milagros A.	Professor I	BS Biology, MA Teaching (Science), PhD Biology	11/14/22		Permanent
10	Delavin, Elreen A.	Professor IV	BEED Pre- School Education, MAED Administration & Supervision, EdDEL	5/23/24		Permanent
11	Estremera, Michael L.	Associate Professor IV	BSED THE, MAED English, PhD	9/12/24		Permanent

			Educational Development			
12	Malto, Erwin H.	Professor VI	BSBA Management, MM Public Administration, Doctor of Public Administration	3/21/19		Permanent
13	Millesca, Arnel B.	SUC President III	BSED English, Bachelor of Laws, MAED Administration & Supervision, EdD Educational and Human Resource Management	5/13/23		Permanent
14	Pacheco, Ramir G.		BSED Math, MAED Math, PhD Mathematics Education			Permanent
15	Sevilla, Nedie Brizo	Associate Professor II	BSED Mathematics, MA Mathematics Education, EdD Mathematics Education	2/18/25		Permanent
16	Turco, Rocel A.	Associate Professor V	BSED Mathematics, MAT Mathematics, EdD Educational Management (on-going)	11/12/19		Permanent

Table B.1.8. Faculty Profile of the DEBESMSCAT Cawayan Campus

The Cawayan Campus has 16 faculty members with 10 permanents, 1 temporary, and 5 COS appointments, serving various programs at the campus level.

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Alimonsurin, Anthony V.	Assistant Professor I	BSED English, MAED English Language	5/23/24		Permanent

			Education, PhD English Language and Literature (on- going)			
2	Almonicar, Cesar Jr. D.	Associate Professor I	BEED, MAED, EdDEL,	5/23/24		Permanent
3	Amarille, Carla L.	Instructor I	BSED English, MA English Education	8/12/24		Permanent
4	Castillo, Iris B.	Associate Professor IV	AB English, Master in English Education	11/12/19		Permanent
5	Gabrito, Ricky C.	Assistant Professor II	BSCS, Master in Educational Mgt, PhD (on- going)	11/14/22		Permanent
6	Ibañez, Roger Jr. Y	Assistant Professor III	BSA AgEd, MSA Animal Science, PhD Animal Science	5/23/24		Permanent
7	Manlangit, Lean L.	Instructor I	BSED MAPEH, MAED Major in Teaching Physical Education and Sports	5/16/25		Permanent
8	Pardeño, Noel Jr. B.	Instructor I	BSIT Electrical Technology, MS Industrial Technology	11/11/25		Permanent
9	Ubac, Harvey J.	Instructor I	BSIT Electrical Technology, MSIT (on- going)	5/20/24		Permanent
10	Velza, Jacob Fredderick P.	Assistant Professor I	BSA Agronomy, MSA Crop Science, PhD in Agronomy (on- going)	5/23/24		Permanent
11	Luzong, Alberto III	Instructor I	BSET, MS Industrial Technology	11/6/24		Temporary
12	Alcantara, Dian	Instructor I	BSED Social Studies, MAED	1/12/26		COS

			Social Studied (on-going)			
13	Merciales, Vanessa Ivy	COS Instructor	BEED, MAED Elementary Education	1/12/26		COS
14	Fajardo, Maricar	Instructor I	BEED General Education, MAED Administration and Supervision (on-going)	1/12/26		COS
15	Marcaida, Christian Lloyd	Instructor	AB Philosophy, MAED Leadership and Management (on-going)	1/12/26		COS
16	Rabas, Richel B.	Instructor I	BSED Mathematics, MAED Mathematics Education, PhD Mathematics Education (on- going)	1/12/26		COS

B.2. Courses Handled by Faculty

The courses/subjects handled by the faculty of the different colleges and departments during the School Years Second Semester, AY 2025-2026 and First Semester, AY 2026-2027 are presented in the tables below:

Second Semester, School Year 2025-2026

Table B.2.1. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Agriculture, Second Semester 2025-2026 - Crop Science and Animal Science

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Cernal, Nimfa R.	Associate Professor	Agriculture	An Sci 101 Anatomy and Physiology of Farm Animals	2 nd Semester/2025-2026
			An Sci 103 Poultry Production	
			An Sci Principles to Animal Science	
			Major 2 Swine Production	
Dollison, Mohammad D.	Associate Professor I	Plant Protection; Crop Science	Crop Sci 2 Practices of Crop Production	2 nd Semester/2025-2026
			Ag Res Methods of Agricultural Research and Statistics	

			- Thesis 3 Manuscript and Defense	
			Crop Prot 2 Plant Pathology	
			- LEA Enhancement	
Bataga, Nanita M.	Instructor I	Agricultural Education	GE 4 Mathematics in the Modern World	2 nd Semester/2025-2026
			Math II Trigonometry	
			Elective 3 Arts and Humanities	
			Crop Sci Introduction to Crop Science	
Basulgan, Eddie	Associate Professor	Agricultural Education	GE 2 Readings in the Philippine History	2 nd Semester/2025-2026
			Major 107 Agroforestry Production and Management	
			Major 109 Industrial Agroforestry Project Planning and Management	
			Seminar 101 Seminar in Agroforestry	
			Agro 200b Thesis/Practicum/Entrepreneurship	
			AGRON 232 Climate Change Agricultural Impacts and Adaption	
Ogaya, Michael O.	Associate Professor IV	Agricultural Education, Administration	Ag Ext 1 Agricultural Extension and Communication	2 nd Semester/2025-2026
			Ag Ext 2 Management of Extension Program	
			Ag Econ 2 Introduction to Agricultural Commodity System	
			AGRI 244 Agricultural Policies and Governance and Extension System	
Monino, Analyn M.	Instructor I	Animal Science	Crop Prot 2 Approaches and Practices in Pest Management	2 nd Semester/2025-2026
			An Scie 1 Introduction to Animal Science	
			Phytox General Physiology and Toxicology	
			LEA Enhancement	
Valler, Donata L.	Associate Professor V	Agriculture/Animal Science	OA Introduction to Organic Agriculture	2 nd Semester/2025-2026
			Crop Sci 4 Principles and Practices Plant Breeding	

			Propagation and Nursery Management	
			Crop Sci 101 Plant Propagation and Nursery Management	
			Crop Scie 103 Cereal Crop Production	
			ES VI Environmental Education Agriculture (Focus on Organic Agriculture)	
			AGRON 231 Advanced Plant Breeding and Improvement	
Contract of Service				
Ibanez, Zaldy C. Jr.	COS Instructor	Agriculture	Soi Sci 2 Soil Fertility, Conservation and Management	2 nd Semester/2025-2026
			Genetics Principles of Genetics	
			Crop Prot 1 Entomology 1	
			ES VII Environmental Soil Science	
			LEA Enhancement	

Table B.2.2. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Agriculture, Second Semester 2025-2026 - Bachelor of Science in Agribusiness

Name of	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Ferreras, Ulysis L.	Associate Professor V	Agricultural Education	Elective 2 & 3 Living in the IT Era	2 nd Semester/2025-2026
			Prof Ed 5 Curriculum Development & Evaluation with Emphasis on Trainers Methodology II	
			Prof Ed 4 The Teacher & the community, school culture & organizational leadership with focus on the Philippine TVET System	
			Agrib Research Agribusiness Research Methodology	
Contract of Service				
Bacusa, Sheena Babs M.	Instructor -COS	Physical Education	PATHFit 2 Exercise-based Fitness Activities	2 nd Semester/2025-2026
			PATHFit 4 Dance	

Cinco, Allan T.	Instructor - COS	Agribusiness	Econ 221 Intermediate Microeconomics Theory	2 nd Semester/2025-2026
			Econ 322 Managerial Economics	
			Agrib 221 Introduction to Agribusiness Management	
			Management 323 Investment Management	
			Management 324 Production and Operation Management	
			IT 321 Industrial Organization and Management	
			AgriB 323 Project Feasibility Study/Project Benefits Monitoring Evaluation	
			Agri 222 Introduction to Human Behavior in Organization	

Table B.2.4. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Agriculture, Second Semester 2025-2026 - Bachelor of Science in Environmental Science

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Almoguera, Laurence G.	Assistant Professor 1	Soil and Water Management	Statistics	2 nd Semester/2025-2026
			Agro 106 Fundamentals of Surveying and Mapping	
			ABE 323 Irrigation and Drainage Engineering	
			ABE 424 Agriculture Engineering	
Lorana, John L.	Professor III	Environmental Management	EM 101 Special Problem	2 nd Semester/2025-2026
			ES V Environmental Science	
			EIA The EIA System	
Zaragosa, Maria Christina Rochelle D.	Associate Professor III	Biology	EM 102 Special Problem	2 nd Semester/2025-2026
			Bio II General Biology	
			ESM IV Environmental Education and Communication	
			ES IV Environmental Science IV	
			ES V Biodiversity Conservation	
			ESM Environmental Management	

Contract of Service				
Mortel, John Carlo V.	Instructor - COS	Science Education	ES II Terrestrial and Aquatic Ecosystem	2 nd Semester/2025- 2026
			Envi Natural Resources and Environmental Management	
			CHEM II General Chemistry	
			Elective 2 Environmental Science	
			GE 7 Science, Technology and Society	
Vibas, Nestor R. Jr.	Instructor - COS	Biological Science	GE 7 Science, Technology and Society	2 nd Semester/2025- 2026
			EM Environmental Monitoring	
			Elective 2 Environmental Science	

Table B.2.5. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Agriculture, Second Semester 2025-2026 - Bachelor of Science in Agroforestry

Name of Faculty	Academi c Rank	Field of Specializatio n	Courses/Subjects Handled	Term/School Year
Permanent				
Abella, Mark Anthony C.	Associate Professor V	<i>Crop Science and Forest Resource Management</i>	Agro103 Agroforestry Taxonomy	2 nd Semester/2025 -2026
			Major 109 Industrial Agroforestry Project Planning and Management	
			Seminar 101 Seminar in Agroforestry	
			Agro 200b Thesis/Practicum/Entrepreneursh ip	
			AGRON 232 Climate Change Agricultural Impacts and Adaption	
Royo, Amalia A.	Assistant Professor IV	Vetirinary Medicine	An Sci 102 Introduction to livestock and Poultry Production	2 nd Semester/2025 -2026
			AN Sci Introdcution to Animal Science	
			GE 8 Ethics	
Royo, Jona M.	Associate Professor III	English	GE 5 Purposive Communication	2 nd Semester/2025 -2026
			MC ELT 1 Principles and Theories of Language Acquisition and Learning	
Tumbaga , Melvin	Instructor I	Agroforestry	Agro 104 Agroforestry Ecology	2 nd Semester/2025 -2026
			Agro 105 Applied Plant for Agroforestry	

			Major 106 Entrepreneurship in Agroforestry	
			Major 108 Agroforestry Extension Models and Approaches	
			Crop Sci 102 Legumes	
			LEA Enhancement	

Table B.2.6. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Business, Tourism and Economics, 2nd Semester 2025-2026 - Bachelor of Arts in Economics

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Castro, Marjobel R.	Instructor I	Economics	ELECT 5 - Economic Planning	2 nd Semester/2025-2026
			ELECT 11 - Economic Planning	
			ELECT 1 - History of Economic Thought	
			ECON 501 Economic Research	
			ELECT 4 Labor Economics	
Villester, Sharmaena M.	Associate Professor I	Economics	ECON 202 Microeconomics	2 nd Semester/2025-2026
			ELECT 4 Labor Economics	
			PA 204 Organization and Management	
Contract of Service				
Laurio, Leo C.	Instructor - COS	Mathematics	Math 2 Differential Calculus	2 nd Semester/2025-2026
			Math 4 Introduction to Mathematical Statistics	
			SC 1 Elementary Statistics	
			AL 102 Automatic Theory and Formal Languages	
			QUAMET Quantitative Methods	
			DS 101 Discrete Structure	
Sabaulan, Jelyn C.	Instructor - COS	Economics	ENTREP 104 Market Research and Consumer Behavior	2 nd Semester/2025-2026
			ELECT 10 Industrial Trade	

			ENTREP 102 Microeconomics	
			PA 202 Financial Economics	
Part-Time				
Atabay, Joan Bernadette S.	Part-Time Instructor	Entrepreneurship	DM 103 Business Process Management	2 nd Semester/2025- 2026
			Econ 102 Accounting	

Table B.2.7. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Business, Tourism and Economics, 2nd Semester 2025-2026 - Bachelor of Science in Entrepreneurship

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent Faculty				
Aguilar, Teresa A.	Instructor I	Business Administration	ENTREP 202 Market and Consumer Behavior	2 nd Semester/2025-2026
			ENTREP 303a Business Plan Preparation	
			ENTREP TRACK 104 Agri-Ecotourism	
Toling, Rony S.	Instructor I	Business Administration	BSME Management	2 nd Semester/2025-2026
Tombocon, Nonalyn D.	Associate Professor II	Business Administration	ENTREP 114 Business Plan Implementation	2 nd Semester/2025-2026
			ENTREP 115 Programs and Policies on Enterprise Development	
Velarde, Al Wilson T.	Associate Professor I	Business Management	ENTREP 205 Human Resource Management	2 nd Semester/2025-2026
			ENTREP TRACK 102 Food and Beverage Preparation	
Contract of Service				
Jardin, Jessa Abelynne E.	Instructor - COS	Entrepreneurship	ENTREP ELECT 103 E-commerce	2 nd Semester/2025-2026
			ENTREP 203 Innovation Management	
			ENTREP ELECT 105 Franchising	
			ENTREP 304 International Business and Trade	

Table B.2.8. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Education, 2nd Semester 2025-2026 - Bachelor of Technological Livelihood Education

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Balanueco, Mary Ann J.	Instructor 1	Home Economics	MC HE 04 Food and Nutrition	2 nd Semester/2025-2026
			MC HE 05 Fundamentals of Food Technology	
			Prof Ed 10 Building and Enhancing New Literacies Across the Curriculum	
Clores, Novy R.	Associate Professor V	Agricultural Education	MC TEC 04 Agri-Fishery Arts Part 1	2 nd Semester/2025-2026
			MC TEC 10 Technology and Learning 2	
			PROF ED 2 Foundation of special &Inclusive	
			Research 2	
Pardeño, Joey V.	Assistant Professor I	Home Economics	MC HE Principles of Food Preparation	2 nd Semester/2025-2026
			GEC Elec 11 Gender and Society	
			PROF ED 2 Foundation of special &Inclusive	
			PROF ED 9 Assessment in Learning 2 with focus on Trainers Methodology 1 & 2	
Solinap, Janette P.	Associate Professor V	Home Economics	GE 6 Arts Appreciation	2 nd Semester/2025-2026
			MC HE 12 Crafts Design	
			MC TLE Edukasyong Pantahanan at Pangkabuhayan	
			SOC LAB Social Orientation, Community Immersion and Extension	
Velarde, Relly C.	Assistant Professor II	Agricultural Education	MC TEC Introduction to Industrial Arts Part II	2 nd Semester/2025-2026
			GEC Elec 10 Living in the IT Era	
			MC TTL 2 Technology for Teaching and Learning 2	
Contract of Service				
Celedonio, Althea C.	Instructor - COS	Home Economics	GEC Elec 11 Gender and Society	

			MC TLE Edukasyong Pantahanan at Pangkabuhayan	2 nd Semester/2025-2026
			FT 221 Bar Management	
Demafeliz, John Gerald R.	Instructor - COS	Home Economics - Garments, Fashion and Design	MC HE 10 Clothing Construction	2 nd Semester/2025-2026
			GE 6 Arts Appreciation	

Table B.2.9. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Education, 2nd Semester 2025-2026 - Bachelor of Physical Education

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Medina, Editha T.	Assistant Professor II	Physical Education	SPEC PE 10 Individual and Dual Sports (Racket, Sports, Athletics, Martial Arts)	2 nd Semester/2025-2026
			Dance 2 International Dance and other Forms	
			SPEC PE 17 Drug Education, Consumer Health Education and Healthy Eating	
			Soc Lab Social Orientation, Community Immersion and Extension	
Ramo,, Gerald O.	Instructor I	Physical Education	SPEC PE 11 Philippine Traditional Game and Sports	2 nd Semester/2025-2026
			MC ELECT 2 Music in the K-12 Curriculum	
			Soc Lab Social Orientation, Community Immersion and Extension	
Contract of Service				
Cales, Ezfra Ella	Instructor - COS	Physical Education	SPEC 18 Technology for Teaching and Learning 2 (application in Teaching PE and	2 nd Semester/2025-2026

			Health Education Including Instructional Materials Development)	
			MC Music Teaching Mucis in Elementary Grades	
			PathFit 2 Exercise-Based Fitness Activities	
			PATHFit 4 Dance	
Cornal, Michaela Mae R.	Instructor - COS	Physical Education	SPEC PE 04 Principles Motor Control and Learning of Exercise, Sports and Dance	2 nd Semester/2025-2026
			SPEC PE 16 Emergency Preparedness and Safety Management	
			PATHFit 4 Dance	
Ejada, Jemarie L.	Instructor - COS	Physical Education	SPEC PE 5 Sports and Exercise Psychology	2 nd Semester/2025-2026
			PATHFit 2 Exercise-Based Fitness Activities	

Table B.2.10. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Education, 2nd Semester 2025-2026 - Bachelor of Elementary Education

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Casi, Jocelyn S.	Associate Professor V	Elementary Education	PROF ED 3 The teacher and School Curriculum	2 nd Semester/2025-2026
			MC RES Research in Teaching	
			SOC LAB Social Laboratory	
Escalante, Joper C.	Assistant Professor	General Education	PROF ED 4 The teacher and the community School Culture and Organizational Leadership	2 nd Semester/2025-2026
Labastida, Myla O.	Instructor III	Elementary Education	PROF ED 2 Foundation of Special	

			and Inclusive Education	2 nd Semester/2025-2026
			ELECTIVE Teaching Multi-Grade Class	
			MC ECE 104 Content and Pedagogy in the Mother Tongue / Mother Tongue-Based Multilingual Education	

Table B.2.11. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Education, 2nd Semester 2025-2026 - Bachelor of Secondary Education

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Abella, Grace B.	Associate Professor V	Science	PROF ED 2 Foundation of Special and Inclusive Education	2 nd Semester/2025-2026
Ancayas, Froilyn A.	Assistant Professor IV	English	MC LIT 2 Mythology and Folklore	2 nd Semester/2025-2026
			MC LIT 3 Survey of the Philippines Literature in English	
			PROF ED 10 Building and Enhancing New Literacies Across the Curriculum	
Balbuena, Princess Z.	Instructor III	Social Studies	MC SSE 102 Asian Studies	2 nd Semester/2025-2026
			MC SSE 116 Production of Social Studies Instructional Materials	
			MC TIL Technology for Teaching and Learning 2	
			PROF ED 10 Building and Enhancing New Literacies Across Curriculum	
			MC SSE 107 World History 1	
			SOC LAB Social Laboratory	
Burac, Rodolfo B.	Associate Professor V		MC FSSE 02 Research in Social Studies	

		Leadership, Management, Law	SSE 108 Law Related Studies Law 2 Law on Sales	2 nd Semester/2025- 2026
Cajurao, Emma O.	Assistant Professor III	Mathematics	MC MATH 20 Assessment and Evaluation in Mathematics PROF ED 9 Assessment in Learning 2 MC MATH 19 Technology for Teaching and Learning 2 SOC LAB Social Laboratory	2 nd Semester/2025- 2026
Cajurao, Erdee C.	Associate Professor IV	Biology	MC SCI 7 Research in Teaching MC SCI Astronomy MC BIO 04 Anatomy and Physiology ELECT 1 Environmental Science	2 nd Semester/2025- 2026
Cantoria, Uranus E.	Associate Professor III	Mathematics	PROF ED 9 Assessment in Learning 2	2 nd Semester/2025- 2026
Carmen, Arlene B.	Professor VI	English	MC ELT 5 Teaching and Assessment of Macroskills MC ELECT 1 <u>Stylistics and Discourse Analysis</u> FL 1 Foreign Language Prof ED 6 Facilitating Learner-Control Teaching	
Ferriol, Mary Ane-Joy	Instructor I	Social Studies	MC SSE 103 Geography 2 (Physical Geography) MC SSE 104 Microeconomics MC ESSE 04 Trends and Issues in Social Studies MC SSC 102 Teaching Social Studies in the Intermediate Grades	2 nd Semester/2025- 2026

Llarena, Marivic C.	Associate Professor V	Filipino	MC FIL Panitikan ng Rehiyon	2 nd Semester/2025- 2026
			MC FIL 102 <i>Panunuring Pampanitikan</i>	
			MC FIL 109 Introduksyon sa Pmamahayag	
			MC LIT 107 Sanaysay at Talumpati.	
			MC FIL 102 <i>Pagtuturo ng Filipino sa Elementarya 2 (Panitikan ng Pilipinas)</i>	
Lotivio, Ella P.	Instructor II	English	MC ELECT 2 Remedial Instruction	2 nd Semester/2025- 2026
			MC ALLIED 2 Technology for Teaching and Learning 2	
			PROF ED 4 The Teacher and the Community, School Culture and Organizational Leadership	
			Soc Lab Social Orientation, Community, School Culture and Organizational Leadership	
Mahawan, Alvin M.	Assistant Professor I	Biological Science	MC SCI 2 Earth Science	2 nd Semester/2025- 2026
			MC SCI 6 Technology for Teaching and Learning 2	
			MC SCI 4 Meteorology	
			GE 7 Science, Technology and Society	
Magalang, Jessie L. Jr.	Instructor I	Filipino	MC FIL 103 Ang Filipino sa Kurikulum ng Batayang Edukasyon	2 nd Semester/2025- 2026

			MC LIT 103 Maikling Kuwento at Nobelang Filipino	
			MC LIT 104 <i>Panulaang Filipino</i>	
			MC ELECT 2 Malikhaing Pagsulat	
			MC FIL 112 Mga Natatanging Diskurso sa Wika at Panitikan	
Ocariza, Arsenio D.	Assistant Professor I	Physics, Admin Supervision	GE 7 Science, Technology and Society	2 nd Semester/2025-2026
			MC SCI 102 Teaching Science in the Intermediate Grades (Physics, Earth, and Space Science)	
			SOC LAB Social Laboratory	
Padasas, Raiza M.	Associate Professor IV	Administration and Supervision	PROF ED 2 Foundation of Special and Inclusive Education	2 nd Semester/2025-2026
			GE 5 Purposive Communication	
Ramiso, Dennis C.	Instructor II	Social Studies	MC SSE 114 History 2 (Modern and Medieval Era)	2 nd Semester/2025-2026
			MC SSE 115 Integrative Methods in Teaching Social Science Discipline in Basic Education	
			PROF ED 5 The Teacher and the Social Curriculum	
			MC ELECT 102 Basic School Management and Administration	
Villarais, Rio A.	Instructor I	Mathematics	MC Math 2 Teaching Mathematics in Intermediate Grades	2 nd Semester/2025-2026
			PROF ED 4 The Teacher, the Community, School , Culture and	

			Organizational Leadership	
			MC ELECT 112 Number Theory	
			MC Math Abstract Algebra	
Contract of Service				
Azgar, Riza G.	Instructor - COS	Social Studies	GEC ELEC 12 Philippine Pop Culture MC LIT 106 Kulturang Popular GEC ELEC 11 Gender and Society	2 nd Semester/2025-2026
Bulalacao, Rizell M.	Instructor- COS	Communication and Media	FL 2/eElective 2 Foreign Language	2 nd Semester/2025-2026
Dalanon, Kimberly M.	Instructor - COS	Social Studies	GE 9 The Life and Work of Rizal GEC Elect 10 (General Education Course Elective 10	2 nd Semester/2025-2026

Table B.2.12. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Engineering, 2nd Semester 2025-2026 - Bachelor of Science in Agricultural and Biosystems Engineering

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Llanera, Alan A.	Associate Professor IV	Agricultural Engineering	BES106 Engineering Mechanics II ABE 322 AB Structures Engineering ABE 422 AB Environmental Control and Waste Mgt. Engineering	2 nd Semester/2025-2026
Lucernas, Michael A.	Associate Professor II	Agricultural Engineering	ABE321 AB Machinery and Mechanization ABE325 AB and Related Laws, Specification, Contracts and Professional Ethics ABE500a Undergraduate Thesis 1 ABE500c Undergraduate Thesis 3	2 nd Semester/2025-2026

Contract of Service				
Basillo, Aljon, E.	Instructor - COS	Agricultural and Biosystem Engineering	BES 111 Fluid Mechanics	2 nd Semester/2025-2026
			ABE 324 AB Products Processing & Storage	
			ABE 423 Design and Management of AB Processing Sys.	
Burgos, Luis L. II	Instructor - COS	Agricultural and Biosystem Engineering	EM 103 Differential Equation	2 nd Semester/2025-2026
			ABE 221 Materials and Processes for ABE	
			BES 109 Technopreneurship 101	
			GE 4 Mathematics in the Modern World	
Letada, Tricia Mae R.	Instructor - COS	Science	GE 10 Environmental Science	2 nd Semester/2025-2026
			GE 7 Science Technology & Society	
			Elective 2 Environmental Science	
Rapsing, Noelo E.	Instructor - COS	Agricultural and Biosystems Engineering	ABE 421 Renewable Energy for AB Application	2 nd Semester/2025-2026
			ABE 325 ABE related Law, specifications, contract, and Prop. Ethics	
			EAC 103A Thermodynamics and Heat transfer	
			ABE 414 Food Process Engineering	

Table B.2.13. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Engineering, 2nd Semester 2025-2026 - Bachelor of Science in Chemical Engineering

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Dejucos, Marco Angelo R.	Instructor 1	Chemical Engineering	ChE221 Momentum Transfer	2 nd Semester/2025-2026
			ChE322 Chemical Engineering Lab 1	
			ChE323 Particle Technology	
			ChE324 Separation Processes	

			ChE328 Thesis 1	
Contract of Service				
Amoyo, Athea Belle M.	Instructor 1 (COS)	Chemical Engineering	ChE 326 Air Pollution Control	2 nd Semester/2025-2026
			ChE 325 Chemical Process Industries	
			ChE 221 Chemical Rection Engineering	
			ChE 223 Advance Engineering Math in ChE	
			ChE 222a Physical Chem for Engineers 1 (Lecture)	
			ChE 222b Physical Chem for Engineers 1 (Laboratory)	
Cantoria, Renee Jean S.	Instructor 1 (COS)	Chemical Engineering	ES102a Physics for Engineers (Lecture)	2 nd Semester/2025-2026
			ES102b Physics for Engineers (Laboratory)	
			ChE327 Solution Thermodynamics	
			EAC106 Fundamentals of Materials Science and Engg.	
			ES EAC 111a Analytic Chemistry (Lecture)	
			ES EAC 111b Analytic Chemistry (Laboratory)	
Part-Time Instructor				
Gloraine, Jella Mae G.	Part-time Instructor	English	GE-5 Purposive Communication	2 nd Semester/2025-2026

Table B.2.14. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Engineering, 2nd Semester 2025-2026 - Bachelor of Science in Civil Engineering

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Altizon, Nacel C.	Assistant Professor 1	Civil Engineering	CE 426 Construction Methods and Project Mgt.	2 nd Semester/2025-2026
			SL 1 Social Laboratory	

			CE 427 Seminar & Colloquia/Enhancement Review	
			CE Flood Control and Drainage Design	
Malag, Reynald I.	Associate Professor V	Civil Engineering	CE 325 Hydraulics	2 nd Semester/2025-2026
Villanueva, Shennie B.	Assistant Professor II	Civil Engineering	421 CE Project 2 - CE 421 Construction Materials and Testing	2 nd Semester/2025-2026
Contract of Service (COS)				
Abardo, Rica M.	Instructor - COS	Civil Engineering	CES 322 Principles of Steel Design BES 107 Fundamental of Deformable Bodies	2 nd Semester/2025-2026
Alindongan, Jaypee E.	Instructor- COS	Civil Engineering	CE 323 Principles of Reinforced/Prestressed EM 101 Engineering Calculus	2 nd Semester/2025-2026
Alvarez, Dennis Adrian D.	Instructor - COS	Civil Engineering	CE 423 Water Supply Planning and Development BES 106 Dynamics of Rigid Bodies EM 102 Integral Calculus	2 nd Semester/2025-2026
Baring, Marvin B.	Instructor - COS	Social Studies	GE 9 Life and Works of Rizal GEEL 2 Living in the IT Era	2 nd Semester/2025-2026
Detablan, Joshua M.	Instructor - COS	Civil engineering	BES 107 Mechanics of Deformable Bodies CE 424 Coastal Engineering	2 nd Semester/2025-2026
Delfin, Bless May Joy L.	Instructor - COS	Civil Engineering	CE 326 CE Law, Ethics, and Contracts BES 107 Mechanics Deformable Bodies CE 412 Principles of Transportation	2 nd Semester/2025-2026
Garcia, Carl Mae E.	Instructor - COS	Philosophy	GE 8 Ethics GE 6 Arts Appreciation GE 11 Living in the IT Era	2 nd Semester/2025-2026
Jumao-as, Benjie B.	Instructor - COS	Civil Engineering	CE 425 Ground Water Flow Modeling	

			EM 104 Engineering Data Analysis	2 nd Semester/2025-2026
Novabos Karen Joy R.	Instructor - COS	Civil Engineering	CE 321 Building Systems Design	2 nd Semester/2025-2026
			BES 102 Computer-Aided Drafting	
Navaro, Kent Jude C.	Instructor - COS	MAPEH	PATHFit 2 Movement Competency Training 2	2 nd Semester/2025-2026
			PATHFit 4 Movement Competency Training 4	
Relox, Dave Froden R.	Instructor - COS	Civil Engineering	CE 422 Quantity Surveying	2 nd Semester/2025-2026
			CE 324 Hydrology	

Table B.2.15. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Engineering, 2nd Semester 2025-2026 - Bachelor of Science in Electrical Engineering

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Bitancur, Edgardo A.	Instructor 1	Electrical engineering	EE 423 Distribution Systems & Substation	2 nd Semester/2025-2026
			EA104 Electronics Circuits: Devices and Analysis	
			EAC121 Basic Electrical and Electronics Engineering	
			EM 102 Engineering Calculus 2	
Villester, Noel T.	Assistant Professor 1	Electrical engineering	EAC102 Basic Economics	2 nd Semester/2025-2026
			-EE222 Electrical Circuits 2	
			-EE323 EE Laws, Codes & Professional Ethics	
			-EE425 Research Project of Capstone Design Project	
			-EE426 Seminars/Colloquia	
Contract of Service (COS)				
	Instructor - COS	Electrical Engineering	EE421 Power Systems Analysis	

Diong-an, Chris Jay D.			EE422 Fundamental of Power Plant Engineering	2 nd Semester/2025-2026
			EE322 Electrical Machines 2	
			EE221 Engineering Math for EE	
			ES102 Physics for Engineers	
Vera, Gerome Jay G.	Instructor (COS)	Electrical Engineering	EAC108 Electromagnetics	2 nd Semester/2025-2026
			EAC118 Microprocessor Systems	
			EE321 Electrical Apparatus & Devices	
			EE324 Feedback & Control	
			BES109 Technopreneurship 101	

Table B.2.16. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Engineering, 2nd Semester 2025-2026 - Bachelor of Science in Mechanical Engineering

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Malag, Arnold I.	Associate Professor V	Mechanical Engineering	ME221 Thermodynamics 2	2 nd Semester/2025-2026
			ME122 Refrigeration Systems	
			EAC107 Fluid Mechanics	
Ruda, Mark Ian T.	Instructor 1	Mechanical Engineering	ME 222 Machine Shop Theory	2 nd Semester/2025-2026
			ME 321 Methods of Research for ME	
			ME 324 Combustion Engineering	
			Me423 Machine Design 2	
			ME 425 Manufacturing and Industrial Process with Plant Visits	
			ME 426 Mechanical Engineering Laboratory 3	
Contract of Service				

Jumao-as, Benedict B.	Instructor - COS	Mechanical Engineering	ME 223 Advance Mathematics for ME	2 nd Semester/2025- 2026
			ME 323 Fluid Mechanics	
			ME 325 Automotive Control	
			ME 326 Materials Science and Engineering for ME	
			ME 327 Mechanical Engineering Laboratory 1	
			ME 421 Industrial Plant Engineering	
			ME 427 Engine Emissions and Control	
Part-Time Faculty				
Malag, Hannah Mae T.	Part-time Instructor	Business Administration	GEEL 3 The Intrapreneurial Mind	2 nd Semester/2025- 2026

Table B.2.17. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Computing and Information Technology, 2nd Semester 2025-2026

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Capinig Florence Joy M.	Instructor 1	Political Science	PA Elect 2 Foreign Service	2 nd Semester/2025- 2026
			APG Agricultural Policy and Governance	
			PA 203 Public Personnel Administration	
			PA 307 Administrative Law	
			PA 310 Special Topics/Problems in	
			PA 204 Organization and Management	
Castillo, Emeros R.	Associate Professor V	Science	Elective 2 Environmental Science	2 nd Semester/2025- 2026
			SEd 302 - NEW Philosophical and Psychological Theories of Learning in Science	
			SEd 314 Foundations id Science Curriculum	

Corlet, Dennis G.	Associate Professor I	Computer Science	CC 103 Intermediate Programming	2 nd Semester/2025-2026
			Capstone Project 1	
Lanuzo, Jose Leandro M.	Instructor II		Management Acquisition	2026
			PROFEL 1 Enterprise System	
Ramiso, Rowelyn M.	Associate Professor V	Computer Science	THS 101 CS Thesis 1	2 nd Semester/2025-2026
			DM 101 Organization and Management	
Romero, Jerryl O.	Instructor I	Public Administration	PA 103 Philippine Administrative Thought and Institutions	2 nd Semester/2025-2026
			PA 308 Public Policy and Program Administration	
			PA 309 Leadership and Decision Making	
			PA 311 Ethics and Accountability in the Public Service	
			ENTREP 305 Business Law & Taxation	
Pagorogon, Wilfred C.	Associate Professor V	Computer Science	PL 101 Programming Languages	2 nd Semester/2025-2026
			AR 101 Architecture and Organization	
Temporary Permanent				
Bello, Randy D.	Instructor 1	Computer Science	CC 104 Data and Structures and Algorithms	2 nd Semester/2025-2026
			CS Elect 3 Computational Science	
Castillo, Daisy Jean A.	Instructor 1	Computer Science	CSS 101 Computer Systems and Serving NC II	2 nd Semester/2025-2026
			CC 106 Application Development and Emerging Technologies	
Contract of Service				
Dalanon, Raise Torm C.	Instructor - COS	Information Systems	AL 101 Algorithms and complexity	2 nd Semester/2025-2026
			IS 103 Infrastructure and Network Technologies	

			NC 101 Networking and Communication	
			DM 101 Organization and Management Concepts	
Duyag, Clarejy A.	Instructor - COS	Information Systems	IS 105 Enterprise Architecture	2 nd Semester/2025-2026
			PROFEL 4 Enterprise Resource Planning	
			CC 103 Intermediate Programming	
Estipona Pauline Kristel M.	Instructor - COS	English	GE 5 Purposive Communication	2 nd Semester/2025-2026
Hermoso, Marlon R.	Instructor - COS	Computer Science	IAS 101 Information Assurance and Security	2 nd Semester/2025-2026
			CS Elective 4 Systems Fundamentals	
			NC 101 Networking and Communication	
Jordan, Cklainch Alfe R.	Instructor - COS	Sociology	GE 3 The Contemporary World	2 nd Semester/2025-2026
			GE 9 The Life and Works of Rizal	
			PA 306 Human Behavior on Organization	
Lalaguna, Nielyn A.	Instructor - COS	Social Studies	GE 6 Arts Appreciation	2 nd Semester/2025-2026
			SP 101 Social Sciences and Professional Practice	
Lotivio, Rachelle Nicole B.	Instructor - COS	Physical Education	PATHFit 2 Exercise-Base Fitness Activities	2 nd Semester/2025-2026
			PATHFit 4 Choice of Dance, Sports, Martial Arts, Group Exercise, Outdoor and Adventure Activities	
Punay, Alfred Gener	Instructor - COS	Psychology	IT 323 - Industrial Technology GE 8 Ethics SP Social Issues and Professional Practice 1	2 nd Semester/2025-2026
	Instructor - COS	Social Studies	Elective 3 Living in the IT Era	

Romano, Maria Jessabelle P.			Elective 3 Gender and Society	2 nd Semester/2025- 2026
			Soc Sci 18 Trends and Issues in Social Science	
			GE Elect 3 Living in the IT Era	

Table B.2.18. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Computing and Information Technology, 2nd Semester 2025-2026 - Computer Engineering

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	
Permanent				
Clores, Vincent	Associate Professor V	Computer Engineering	CpE323 Methods of Research	2 nd Sem, 2025-2026
			CpE 221 Numerical Methods	
			CpE 122 Discrete Mathematics	
			CpE 324 Basic Occupational Health & Safety	
			BES Engineering Management	
Haya, CHRISTINE JOY	Instructor I	Computer Engineering	SE 101 Software Engineering 1	2 nd Sem, 2025-2026
			CpE 22 Software Design	
			CpE CPE Laws and Professional Practice	
			PROFEL 3 Data Mining	
Haya, Lawrence B.	Instructor 1	Computer Engineering	BES 108 Computer Fundamentals and Programming	2 nd Sem, 2025-2026
			CpE 322 Microprocessor	
			EAC126 Fundamentals of Electronics Circuit	
			CEC2 Software Development 2	
Tumbaga, Genesis	Instructor 1	Computer Engineering	CpE 321 Computer Networks and Security	2 nd Sem, 2025-2026
			CpE 121 Object Oriented Programming	
			BES 102 Computer - Aided Programming	
			MC TEC Introduction of ICT Specialization	

Table B.2.19. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Industrial Technology, 2nd Semester 2025-2026 - Civil Technology and Food Technology

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Boltron, Junevic Y.	Instructor I	Food Technology	FT 122 Food Processing and Packaging	2 nd Semester/2025-2026
			FT 321 Catering Service Management	
			FT 322 Event Management	
Loyola, Judith M.	Associate Professor V	Industrial Engineering	FT 222 Food and Beverage Operation Management	2 nd Semester/2025-2026
			IT 22Technology Research 2	
			FT 322 Event Management	
Valdez, Paolo P.	Instructor I	Civil Engineering	CT 222 Rough and Finishing Masonary	2 nd Semester/2025-2026
			IT 222 Technology Research 2	
			CT 121 Blueprint Reading and Estimate	
			CT 321 Structural Design and Analysis	
Contract of Service (COS)				
Aquillo, Klarissa Lene V.	Instructor - COS	Psychology	IT 323 Industrial Psychology	2 nd Semester/2025-2026
Arigo, Kissy Q.	Instructor - COS	Social Studies	GE 7 Science, Technology and Society	2 nd Semester/2025-2026
			MC 2 Life and Works of Rizal	
Barrera, Anthony Y.	Instructor - COS	Civil Engineering	AST 222 Differential & Integral Calculus	2 nd Semester/2025-2026
			AST 121 Linear Algebra	
Cornal, Mary Lou Nina R.	Instructor - COS	Drafting Technology	ID 102 Indutsrial Drawing 2 (w/CAD 3D)	2 nd Semester/2025-2026

Lapida, Reyna Beth A.	Instructor - COS	Electrical Engineering	AST 121 Linear Algebra	2 nd Semester/2025-2026
			AST 321 Applied Thermodynamics	
Liton, Hannah Joy B.	Instructor - COS	Economics	IT 221 Materials Technology Management	2 nd Semester/2025-2026
			IT 324 Production Management	
Manucan, Donald C.	Instructor - COS	Mathematics	AST 121 Linear Algebra	2 nd Semester/2025-2026
			AST Differential and Integral Calculus	
Maranita, Maria Lenn P.	Instructor - COS	Social Studies	GE 6 Arts Appreciation	2 nd Semester/2025-2026
			Elective 1 Living in the IT Era	
Padasas, Jessie E.	Instructor - COS	Civil Technology	CT 112 Construction Painting & Finishing	2 nd Semester/2025-2026
			CT 321 Structural Design and Analysis	
			CT 322 Construction Management	

Table B.2.20. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Industrial Technology, 2nd Semester 2025-2026 - Electrical and Electronics Technology

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Briobo, Hannah Shemaida L.	Instructor I	Electronics Technology	ELT 221 Instrumentation and Process Control	2 nd Semester/2025-2026
			IT 222 Technology Research 2	
Malto, Francis Kyle R.	Assistant Prof. II	Electronics Technology	ELT 321 Industrial Robotics	2 nd Semester/2025-2026
			ELT 322 Programmable Controller Applications	
			IT 222 Technology Research 2	
Contract of Service				
Aguilos, Oskie A.	Instructor - COS	Electronics Technology	AST 221 Programmable Controls	2 nd Semester/2025-2026
			AST 321 Applied Thermodynamics	

Argote, Jesusa B.	Instructor - COS	Entrepreneurs hip	IT 321 Industrial Organization & Management Practices	2 nd Semester/2025-2026
			IT 322 Business Management	
Arnado, Loi Jann M.	Instructor - COS	Electronics Technology	ELT 121 Semiconductor Devices	2 nd Semester/2025-2026
			ELT 122 Electronic Communication 1	
			AST 221 Programmable Controls	
Camante, Andrico L.	Instructor - COS	Social Studies	MC 2 Life & Works of Rizal	2 nd Semester/2025-2026
Casidsid , Jerald D.	Instructor - COS	Automotive Technology	AT 121 Power Train & Under Chassis	2 nd Semester/2025-2026
			AT 221 Automotive LPG System	
			AT 223 Automotive Air Conditioning System	
Deiparince, Micah Ireneo L.	Instructor - COS	Electrical Technology	ET 121 Electrical Writing System Design	2 nd Semester/2025-2026
			ET 221 Illumination and Design	
Escorel, Al A.	Instructor - COS	Information Systems	CS 102 Computer Programming 1	2 nd Semester/2025-2026
Gamba, Jermie T.	Instructor - COS	Electrical Technology	ET 322 Transmission and Distribution	2 nd Semester/2025-2026
			ET 221 Illumination and Design	
Genotiva, Michael Angelo C.	Instructor - COS	Electrical Technology	ET 222 Electrical Machines	2 nd Semester/2025-2026
			ET 321 Instrumentation & Automatic Control Systems	
Guadalupe, Charlien B.	Instructor - COS	Electrical Technology	AST 221 Programmable	2 nd Semester/2025-2026
			AST 321 Applied Thermodynamics	
Marquez, Marievhin A.	Instructor - COS	Entrepreneurs hip	IT 324 Production Management	2 nd Semester/2025-2026
Rances, Ramyr Jan B.	Instructor - COS	Sport Science - Fitness and Sports Mgmt.	PATHFit 2 Exercise-based Fitness Activities	2 nd Semester/2025-2026
			PATHFit 4 Menu of Dance, Sports, Martial Arts, Group Exercise, Outdoor and Adventure Activities	

Ros, Christel Anne T.	Instructor - COS	Operations Management	IT 221 Materials Technology Management	2 nd Semester/2025- 2026
			IT 324 Production Management	

Table B.2.22. Courses/Subjects Handled by the Faculty of the DEBESMSCAT College of Industrial Technology, 2nd Semester 2025-2026 - Automotive Technology

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Ramos, Randy B.	Instructor I	Automotive Technology	AT 323 Body Management & Under Chassis Electronics Control System	2 nd Semester/2025-2026
			IT 222 Technology Research 2	
Rapsing, Elmo c. Jr.	Associate Professor V	Mechanical Engineering	AT 122 Engine Tune-up, Troubleshooting & Preventive Maintenances	2 nd Semester/2025-2026
			AT 123 Automotive Electrical and Electronics System	
Contract of Service				
Ajas, Al Jay C.	Instructor - COS	Automotive Technology	AT 222 Hybrid and Electric Vehicle	2 nd Semester/2025-2026
			AT 321 Auto Shop Service Management	
Barrera, Anthony Y.	Instructor - COS	Civil Engineering	AST 222 Differential & Integral Calculus	2 nd Semester/2025-2026
			AST 121 Linear Algebra	
Borral, Gemmalyn P.	Instructor - COS	Business Administration - Financial Management	- IT 322 Business Management	2 nd Semester/2025-2026
Burgos, Jeremy	Instructor - COS	Physical Education	PATHFit 4 Menu of Dance, Sports, Martial Arts, Group Exercise, Outdoor and Adventure Activities	2 nd Semester/2025-2026
Lapida, Revis A. Jr.	Instructor - COS	Literature	GE 5 PURPOSE Communication	2 nd Semester/2025-2026
	Instructor - COS	Social Studies	GE 6 Arts Appreciation	

Oliva, Michael Angelo T.			Elective 1 Living in the IT ERA	2 nd Semester/2025-2026
Pagba, Marlo E.	Instructor - COS	Social Studies	GE 7 Science, Technology and Society	2 nd Semester/2025-2026
Ranola, Mark Anthony V.	Instructor - COS	Automotive Technology	AT 223 Automotive Air Conditioning System	2 nd Semester/2025-2026
			AT 322 Diagnose & Overhaul Diesel Engine	
Torregoza, Sharmaine Z.	Instructor - COS	Business Management	IT 321 Industrial Organization & Management Practices	2 nd Semester/2025-2026

Table B.2.23. Courses/Subjects Handled by the Faculty of the DEBESMSCAT School of Graduate Studies and Research, 1st Trimester 2025-2026

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Balbuena, Sherwin E.	Associate Professor V	Mathematics	MC Math 14 Advanced Statistics	1 st Trimester 2025-2026
			PROF ED 6 Facilitating Learner-Centered Teaching	
			EL 301 Research Design and Data Analysis	
			EDUC Applied Algebra for Teachers	
Bantillo, Nikki Faith A.	Associate Professor I	Physics	MC Physics 4 Waves and Optics	1 st Trimester 2025-2026
			MC Physics 5 Modern Physics	
			MC Physics 2 Thermodynamics	
			EDUC 263 Historical Perspective in Science	
			EDUC 261 Science Laboratory Techniques & Procedures	
Barruga, Bernard M.	Associate Professor II	English	EL 316 Language Assessment and Evaluation	1 st Trimester 2025-2026

			EDUC 220 Advanced Grammar for English Language Teaching	
			EL 312 Language Program Planning and Policy Making	
Buayaban, Morena C.	Associate Professor V	Mathematics	EDUC Historical and Philo-Social Foundations of Education	1 st Trimester 2025-2026
Celedonio, Milagros A.	Professor I	Biology	ES II Envi Sci	1 st Trimester 2025-2026
			MC BIO I Genetics	
			SEd 321 Global Trends and Issues in Science Education	
			ESd 314 Foundation of Science Curriculum	
			SEd 312 Ecology	
Estremera, Michael L.	Associate Professor IV	English Education	MC ELT 6 Teaching and Assessment of Grammar	1 st Trimester 2025-2026
Valler, Donata L.	Associate Professor V	Crop Science	Agron 230 Organic Agriculture and Healthy Food Security	1 st Trimester 2025-2026
			Agron 231 Advanced Plant Breeding and Improvement	
Delavin, Elreen A.	Professor VI	Educational Management	SPEC TOPICS Integrative Teaching Strategies	1 st Trimester 2025-2026
			EL 333 Corss-cultural, Economics, and Environmental Dimensions of Global Education	
Sevilla, Nedie B.	Associate Professor II	Mathematics	MC MATH 5 Problem Solving Mathematical Investigation and Modeling	1 st Trimester 2025-2026
			EDUC 232 Analysis for Teachers	
			EL 310 Advanced Quantitative Research Statistics	
			EDUC 231 Geometry for Teachers	
Part-time Faculty				

Magat, Marita S.	Part-time Faculty	Mathematics	EDUC 202 Educational Statistical Methods	1 st Trimester 2025-2026
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Table B.2.24. Courses/Subjects Handled by the Faculty of the DEBESMSCAT School of Graduate Studies and Research, 2nd Trimester 2025-2026

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Abella, Mark Anthony C.	Associate Professor V	Crop Science	AGRON232 Climate Change: Agricultural Impacts and Adaption	2 nd Trimester 2025-2026
Bantillo, Nikki Faith A.	Associate Professor I	Physics	MC Physics 03 Electricity and Magnetism	2 nd Trimester 2025-2026
			MC Chem 02 Analytical Chemistry	
			MCPhysics 1 Fluid Mechanics	
			EDUC 261 Science Laboratory Techniques & Procedures	
Dollison, Mohammad	Associate Professor I	Agronomy	AGRON 233 Crop Protection and Environment	2 nd Trimester 2025-2026
Estremera, Michael L.	Associate Professor IV	English	MC ELT 8 Language Research	2 nd Trimester 2025-2026
			GE 5 Purposive Communication	
			Prof Ed 5 The School and The Curriculum	
			EL 806 Strategic Leadership in Curriculum and Instructional Innovation	
Mahawan, Alvin M.	Assistant Professor I	Biological Science	EL 812 Instructional Design, Technology Integration, and Learning Resource	2 nd Trimester 2025-2026
Contractual				
Banua, Luis	Contractual	Management and Development, Civil Engineering	PA 214 Urban and Regional Planning	2 nd Trimester 2025-2026

Serra, Gladdys Amherstia B.	Contractual	Public Administration	PA 210 Modern Concepts and Principles of Manage	2 nd Trimester 2025-2026
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Table B.2.25. Courses/Subjects Handled by the Faculty of the DEBESMSCAT School of Graduate Studies and Research, 3rd Trimester 2025-2026

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Pacheco, Ramir A.	Instructor I	Mathematics	EDUC 743 Advanced Linear and Abstract Algebra	3 rd Trimester, 2025-2026
Celedonio, Milagros A.	Professor	Biology	EDUC 762 Concepts in life Science	3 rd Trimester, 2025-2026
			SEd 316 Development and Application of Innovative Leadership Practices in Education	
Castillo, Emeros R.	Associate Professor V	General Science	EDUC 764 Environmental Science and Education	3 rd Trimester, 2025-2026
			SEd 315 Advanced Topics in Teaching and Learning: Integration of Technology in Science Education	
Turco, Rocel A.	Associate Professor V	Mathematics	EDUC 743 Advanced Linear and Abstract Algebra	3 rd Trimester, 2025-2026
Burac, Rodolfo B. Jr.	Associate Professor V	Leadership, Management, Law	EDUC 707 School Administration Theory and Practice	3 rd Trimester, 2025-2026
Bantillo, Nikki Faith A.	Associate Professor I	Physics	EDUC 763 Concepts in Physical Science (Earth Science, Physics, and Chemistry)	3 rd Trimester, 2025-2026
Barruga, Bernard M.	Associate Professor III	English	EDUC 733 Evaluation Procedures in Language and Literature	3 rd Trimester, 2025-2026
Banua, Luis		Development Management	PA Fiscal Policy and Administration	3 rd Trimester, 2025-2026
Alcantara, Jessica M.	Associate Professor V		EDUC 725 Discourse Analysis	3 rd Trimester, 2025-2026

		English Language Education	ELE 323 Teaching English for Specific Purposes	
Cantoria, Amancio L.	Associate Professor VI	Mathematics	EDUC 706 Personnel Administration & HRD in the Philippine Schools	3 rd Trimester, 2025-2026
Carmen, Arlene B.	Professor VI	English	EDUC 726 Curriculum Development and Implementation of English Language Education	3 rd Trimester, 2025-2026
			EL 811 Action Research/Capstone in Leadership Practice	
Delavin, Elreen A.	Professor IV	Educational Leadership	EL 807 Educational Reforms, Current Trends, and Policy Analysis in Educational Leadership	3 rd Trimester, 2025-2026
Laurio, Nenetter M.	Planning Officer III	Public Administration	PA 216 Theories of Organizational Behavior	3 rd Trimester, 2025-2026
Malto, Erwin H.	Professor VI	Public Administration	PA 203 Public Leadership and Organizational Development	3 rd Trimester, 2025-2026
Mahawan, Alvin M.	Assistant Professor	Biological Science, Educational Leadership and Management	ICT Computer Applications	3 rd Trimester, 2025-2026
Millesca, Arnel B.	SUC President III	Educational Management	EL 808 Conflict Management and Negotiation in Organizations	3 rd Trimester, 2025-2026
Padasas, Raiza M.	Associate Professor		EDUC 705 Cross-Cultural Appreciation of ASEAN Education	3 rd Trimester, 2025-2026
Sevilla, Nedie B.	Associate Professor	Mathematics	EDUC744 Advanced Algebra and Geometry	3 rd Trimester, 2025-2026

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				

Millesca, Arnel B.	SUC President III	Educational Management		
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Table B.2.26. Courses/Subjects Handled by the Faculty of the DEBESMSCAT Cawayan Campus, First Semester 2025-2026

Name of Faculty	Academic Rank	Field of Specialization	Courses/Subjects Handled	Term/School Year
Permanent				
Almonicar, Cesar Jr.	Associate Professor I	General Education	PROF ED I The Child and Adolescent Learners and Learning Principles	1 st Semester, 2025-2026
			PROF ED 11 Observation of Teaching Learning in Actual School Environment	
			PROF ED 12 Participation and Teaching Assistantship	
Amarille, Carla	Instructor 1	English	MC Eng 102- Teaching English in the Elementary Grades through Literature	
			PROF ED 12 Participaton and Teaching Assistanship	
			MC ELT - Speech and Theater Arts	
Castillo, Iris	Associate Professor IV	English	GE 5 Purposive Communication	
			PROF ED 3 The Teaching Profession	
Manlangit, Lean	Instructor I	Physical Education	PATHFit 1 Movement Competency Training	1 st Semester, 2025-2026
			PATHFit 3 Sports	
			MC PEH Teaching PE and	

			Health in the Elementary	
Contract of Service				
Alcantara, Dian	Instructor - COS	Social Studies	GE 2 Readings in the Philippine History	1 st Semester, 2025-2026
			GE 3 The Contemporary World	
			MC SOC 101 Teaching Social Studies in Intermediate Grades (Culture and Basic Geography)	
Merciales, Vanessa Ivy	Instructor - COS	Elementary Education	GE 1 Understanding the Self GE 6 Arts Appreciation	1 st Semester, 2025-2026
			MC SCIE 101 Teaching Science in the Primary Grades (Biology and Chemistry)	
			MC MTB-MLE Content and Pedagogy for the Mother Tongue	
			MC Teaching Arts in the Elementary Grades	
Rabas, Richel	Instructor - COS	Mathematics	GE 4- Mathematics in the Modern World	1 st Semester, 2025-2026
			AST 212 Strength of Materials	
			GE 9- Life and Works of Rizal	
			MC MATH 1- Teaching Math in Primary Grade	

B.3.1. Manpower Resources

The human resources of DEBESMSCAT show a strong fit between personnel qualifications and their respective jobs. Faculty members are recruited under CSC rules and the institution's merit selection plan, with rank qualifications tied to education, experience, training, and eligibility. The Instructors and Associate Professors generally hold master's degrees, while Professors and College/University Professors hold doctorate degrees with relevant experience and training. Faculty specializations also match the courses they handle—Engineering faculty teach engineering subjects, Agriculture faculty handle crop, animal, and forestry courses, Education faculty teach education and major subjects, and Business/IT faculty handle their disciplines. Many faculty also hold professional licenses such as LET, LEA, engineering, CPA, and nursing licenses, and some are pursuing doctoral degrees, further strengthening their competence. In addition, faculty are provided with relevant trainings, seminars, workshops, and continuous professional development. Hence, the recruitment process itself verifies fitness through written examinations, behavioral event interviews, class demonstrations, background investigations, and medical assessment.

Table B.3.1. Faculty Classified by Educational Qualification and Position

B.3.1.1. Doctorate

Table B.3.1. Faculty with Doctoral Degrees of the DEBESMSCAT College of Business, Tourism and Economics – Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Toling, Rony S.	Instructor I	BS in Business Administration Major in Management Accounting Master in Business Administration Doctor of Philosophy in Business Management	09/19/22	4 years	Permanent
2.	Tombocan, Nonalyn D.	Assistant Professor II	Bachelor of Science in Entrepreneurship Master in Management Doctor in Business Administration (48units/CAR)	05/23/24		Permanent

Table B.3.2. Faculty with Doctoral Degrees of the DEBESMSCAT College of Computing and Information Technology – Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Castillo, Emeros R.	Associate Professor V	BS General Science, MAT Science, PhD Science Education (General Science),	11/12/19		Permanent

2.	Clores, Vincent M.	Associate Professor V	Bachelor of Science in Computer Engineering Master in Distance Education Doctor of Philosophy in Educationn Major in Research and Evaluation	11/12/19		Permanent
3.	Corlet, Dennis	Associate Professor I	Bachelor of Science in Computer Science Master of Science in Information Technology Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Management	05/23/24		Permanent
4.	Ramiso, Rowely n M.	Associate Professor V	BS Computer Science, Master in Public Administration, Master of Science in Information Technology, PhD Public Administration (CAR), (on going)	11/14/22		Permanent

Table B.3.3. Faculty with Doctoral Degrees of the DEBESMSCAT College of Education– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Abella, Grace	Associate Professor V	Bachelor of Secondary Education major in Biological Science, Master of Arts in Education Major in Administration and Supervision, Doctor of Education major in	09/14/22		Permanent

			Educational Management			
2	Alcantara, Jessica	Associate Professor V	Bachelor of Arts in English Master of Arts in Teaching English Doctor of Arts in Literature and Communication	11/12/19		Permanent
3	Alimonsurin, Anthony	Assistant professor I	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English Education Doctor of Philosophy in English Language and Literature	05/23/24		Permanent
4	Alvarez, Christopher		Bachelor of Elementary Education Master of Arts in English Education Doctor of Education in Educational Leadership			Contract of Service
5	Ancajas, Froilyn	Associate Professor IV	Bachelor of Secondary Education Major in English, Master of Arts in Education Major in Administration and Supervision, Doctor of Education Major in	05/23/24		Permanent

			Educational Leadership			
6	Balanueco, Mary Ann		Bachelor of Science in Home Technology Master of Arts in Education Major in Home Economics Doctor of Education Major in Educational Leadership			Permanent
7	Balbuena, Sherwin	Associate Professor V	BS-ED-Math, MAED, EdDEL	05/23/24		Permanent
8	Bantillo, Nikki Faith	Associate Professor I	Bachelor of Secondary Education Major in Physics Master of Arts in Physics Education Doctor of Education in Educational Leadership	05/27/24		Permanent
9	Barruga, Bernard	Associate Professor III	Bachelor of Arts in English Bachelor of Laws Master of Arts in Teaching English Doctor of Education Major in Educational Leadership Doctor of Philosophy in Language and Literacy Development	05/23/24		Permanent
1	Borromeo, Josefina		Bachelor of Secondary Education			Contract of Service

			Major in English Master of Arts in Education Major in Language Education Doctor of Philosophy in Education Major in Language Education			
1	Buayan, Morena	Associate Professor V	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Education Major in Educational Management	04/01/17		Permanent
1	Burac, Rodolfo	Associate Professor V	Bachelor of Arts in Political Science Master of Arts in Education Major in Educational Management Doctor of Philosophy in Educational Management	04/01/17		Permanent
1	Cajurao, Emma	Assistant Professor III	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Education	05/23/24		Permanent
1	Caño, Sheena		Bachelor of Secondary			Contract of Service

			Education in English Master of Arts in Education Major in Administration and Supervision Doctor of Education in Educational Leadership			
1	Cantoria, Amancio Jr.	Associate Professor V	Bachelor of Arts in Mathematics Master of Arts in Teaching Mathematics Doctor of Education	11/01/14		Permanent
1	Carmen, Arlene	Professor VI	Bachelor of Arts in Mass Communication Major in Journalism Master of Arts in Education Major in English Doctor of Philosophy in English Language and Literature Doctor of Education Major in Educational Leadership	05/23/24		Permanent
1	Casi, Joselyn	Associate Professor V	Bachelor of Elementary Education Master of Arts in Education Major in Administration and Supervision Doctor in Education	09/12/19		Permanent



			Major in Educational Leadership			
1	Celedonio, Milagros	Professor I	Bachelor of Science in Biology Master of Arts in Teaching Science Master of Arts in Education Major in Educational Management Doctor of Philosophy in Biology	11/14/22		Permanent
1	Cristobal, Dahlia	Associate Professor I	Bachelor of Elementary Education Major in Pre School Education Master of Arts in Education Major in Administration and Supervision Doctor of Education in Early Childhood Education Doctor of Education Major in Educational Leadership	05/23/24		Permanent
2	Clores, Novy	Associate Professor V	Bachelor of Science in Agricultural Education Master of Science in Agriculture Master of Arts in Education Major in Educational	11/14/22		Permanent

			Management Doctor of Education Major in Educational Leadership			
2	Delavin, Elreen	Professor IV	Bachelor of Elementary Education Major in Pre- school Education Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
2	Estremera, Michael	Associate Professor IV	Bachelor of Secondary Education Major in Technology and Home Economics, Master of Arts in Education Major in English, Doctor of Philosophy in Educational Development Doctor of Philosophy Major in Language Education	09/12/24		Permanent
2	Labastida, Myla	Instructor III	Bachelor of Elementary Education Major in General Education Master of Arts in Education	05/23/24		Permanent

			Major in Administration and Supervision Doctor in Education Major in Educational Leadership			
2	Laurio, Nenette	Instructor I	Bachelor of Science in Agricultural Engineering Master in Public Administration Doctor in Public Administration	08/14/23		Permanent
2	Llarena, Marivic	Associate Professor V	Bachelor of Secondary Education Major in Filipino, Master of Arts in Teaching Major in Filipino, Doctor of Education	11/12/19		Permanent
2	Lotivio, Ella	Instructor II	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English Doctor of Philosophy in English Language and Literature	05/23/24		Permanent
2	Magalang, Jessie Jr.	Instructor I	Bachelor of Secondary Education Major in Filipino, Master of Arts in Education	08/16/22		Permanent

			Major in Filipino, Doctor of Philosophy in Filipino			
2	Magat, Marita		Bachelor of Secondary Education Major in Mathematics Master of Arts in Education Major in Curriculum and Supervision Doctor of Philosophy in Mathematics Education			Contract of service
2	Mahawan, Alvin	Assistant Professor I	Bachelor of Secondary Education Major in Biology Science Master of Arts in Education Major in Science Education Doctor of Education in Educational Leadership and Management	05/23/24		Permanent
3	Malto, Erwin	Professor VI	Bachelor of Science in Business Administration Major in Management Master in Management Major in Public Administration Doctor in Philosophy Major in Public Administration	03/21/19		Permanent

3	Millesca, Arnel	SUC President III	Bachelor of Secondary Education Major in English Bachelor of Laws Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational and Human Resource Management	05/13/23		Permanent
3	Medina, Editha	Associate Professor II	Bachelor of Secondary Education Major in Physical Education Master of Arts in Education Major in Physical Education Doctor of Philosophy	11/14/22		Permanent
3	Ocariza, Arsenio	Associate Professor V	Bachelor of Secondary Education Major in Physics Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent

3	Pacheco, Ramir	Instructor I	Bachelor of Secondary Education Major in Mathematics Master of Arts in Education Mathematics Doctor of Philosophy in Mathematics Education			Permanent
3	Padasas, Raiza	Associate Professor V	Bachelor of Elementary Education Major in English Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
3	Pardeno, Joey	Assistant Professor I	Joey Bachelor of Science in Home Technology Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
3	Royo, Jona	Associate Professor III	Bachelor of Secondary Education Major in English, Master of Arts in	05/23/24		Permanent

			Education Major in Administration and Supervision, Doctor of Education Major in Educational Leadership			
3	Ramiso, Dennis	Instructor II	Bachelor of Arts in Political Science Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
3	Serra, Gladdys Amherstia		Bachelor of Arts in English Linguistics Masters in Public Administration Doctor of Public Administration			Contract of Service
4	Sevilla, Nedie	Associate Professor II	Bachelor of Secondary Education Major in Mathematics Master of Arts in Mathematics Education Doctor of Philosophy in Mathematics Education	02/18/25		Permanent
4	Solinap, Janette	Associate Professor II	Bachelor of Science in Industrial Education Major in Home	02/18/25		Permanent

			Economics Master of Arts in Education Major in Home Economics Doctor of Education Major in Educational Leadership			
4	Turco, Roxel		Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Philosophy in Mathematics Education			Permanent
4	Villarias, Rio	Instructor I	achelor of Secondary Education Major in Mathematics Master of Arts in Education Major in Mathematics Doctor of Education Major in Educational Leadership	09/01/21		Permanent

Table B.3.4. Faculty with Doctoral Degrees of the DEBESMSCAT College of Engineering– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Malag, Arnold	Associate Professor V	Bachelor of Science in Mechanical Engineering, Master of Engineering Technology, Doctor of	04/01/17		Permanent

			Philosophy in Technology Management			
2.	Malag, Reynald	Associate Professor V	Bachelor of Science in Civil Engineering Master of Science in Civil Engineering Master in Public Administration Doctor of Philosophy in Public Administration	07/01/19		Permanent
3.	Villester, Noel T.	Associate Professor I	Bachelor of Science in Electrical Engineering Master of Engineering Technology Doctor of Philosophy in Technology Management	05/23/24		Permanent

Table B.3.5. Faculty with Doctoral Degrees of the DEBESMSCAT College of Industrial Technology– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Gabrito, Ricky	Assistant Professor II	Bachelor of Science in Computer Science Master in Educational Management Major in Administration and Supervision Doctor of Philosophy in	09/14/22s		Permanent

			Educational Management			
2	Loyola, Judith	Associate Professor V	Bachelor of Science in Industrial Engineering Master of Science in Industrial Engineering Doctor of Education Major in Industrial Education Management	04/01/17		Permanent
3	Rapsing, Elmo	Associate Professor V	Bachelor of Science in Mechanical Engineering Master in Engineering Technology Doctor of Technology	11/14/22		Permanent

Table B.3.5. Faculty with Doctoral Degrees of the DEBESMSCAT College of Agriculture– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Abella, Mark Anthony	Associate Professor V	Bachelor of Science in Forestry Master of Science in Agriculture major in Crop Science Doctor of Philosophy in Resource Management	05/23/24		Permanent
2	Alcantara, Edwin	Associate Professor V	Bachelor of Science in Agriculture Education Major in Animal	09/14/22		Permanent

			Science Master of Science in Animal Science Doctor of Philosophy in Animal Science			
3	Cornal, Nimfa	Associat e Professo r V	Bachelor of Science in Agriculture Education Major in Animal Science Master of Science in Agriculture Doctor of Education Major in Educational Leadership	04/01/17		Permanent
4	Dollison, Mohamm ad	Associat e Professo r I	Bachelor of Science in Agriculture Major in Crop Science Master of Science in Plant Protection Major in Entomology Doctor of Philosophy in Agronomy	11/14/22		Permanent
5	Ferreras, Ulysis	Associat e Professo r V	Bachelor of Science in Agricultural Education Master of Arts in Education major in Administration and Supervision Master of	05/23/24		Permanent

			Science in Agriculture Doctor in Education Major in Educational Leadership			
6	Ibañez, Roger	Associate Professor III	Bachelor of Science in Agriculture Master of Science in Agriculture Major in Animal Science Doctor of Philosophy in Animal Science	05/23/24		Permanent
7	Lorana, John	Professor III	Bachelor of Science in Forestry Masters of Science in Environmental Management Doctor of Philosophy in Environmental Management	05/23/24		Permanent
8	Mortel, John Carlo		Bachelor of Secondary Education Major in Biological Science Master of Arts in Education major in Science Education Doctor of Philosophy in Science Education			Contractual
9	Ogaya, Michael	Associate Professor IV	Bachelor of Science in Agriculture Major in	05/23/24		Permanent

			Agricultural Education Master of Arts in Education Major in Administration and Supervision Master of Science in Agriculture Doctor of Philosophy in Extension Education			
1	Royo, Amalia	Assistant Professor IV	Bachelor of Science in Agriculture Master of Science Animal Husbandry Doctor of Veterinary Medicine	05/23/24		Permanent
1	Valler, Donata	Associate Professor V	Bachelor of Science in Agricultural Education Major in Crop Science Master of Science Major in Crop Science Doctor of Philosophy in Crop Science Major in Horticulture	04/01/17		Permanent

Table B.3.5. Faculty with Doctoral Degrees of the DEBESMSCAT Cawayan Campus– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Almonica Jr., Cesar	Associate Professor I	Bachelor in Elementary Education Master of	05/23/24		Permanent

			Arts in Education Administration and Supervision Master in Elementary Education Doctor of Education Major in Educational Leadership			
2.	Amarille, Carla	Instructor I	Bachelor of Secondary Education Major in English Master of Arts in English Education Doctor of Education in English Language Teaching	08/12/24		Permanent
3.	Fajardo, Maricar		Bachelor in Elementary Education Major in General Education Master of Arts in Education Major in Administration and Supervision Doctor in Development Education			Contract of Service

Table B.3.6. Faculty with Doctoral Degrees of the DEBESMSCAT School of Graduate Studies and Research – Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
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1.	Alcantara, Jessica	Associate Professor V	Bachelor of Arts in English Master of Arts in Teaching English Doctor of Arts in Literature and Communication	11/12/19		Permanent
2.	Alcantara, Edwin	Associate Professor V	Bachelor of Science in Agriculture Education Major in Animal Science, Master of Science in Animal Science, Doctor of Philosophy in Animal Science	09/14/22		Permanent
3.	Alimonsurin, Anthony	Assistant professor I	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English Education Doctor of Philosophy in English Language and Literature	05/23/24		Permanent
4.	Alvarez, Christopher		Bachelor of Elementary Education Master of Arts in English Education Doctor of Education in Educational Leadership			Contract of Service
5.	Balbueno, Sherwin	Associate Professor V	BSED-Math, MAED, EdDEL	05/23/24		Permanent
6.	Bantillo, Nikki Faith	Associate Professor I	Bachelor of Secondary Education Major in Physics Master of Arts in Physics Education Doctor of Education in Educational Leadership	05/27/24		Permanent
7.	Banua, Luis		Bachelor of Science in Agricultural Engineering, Master in Public Administration, Doctor in Public Administration			
8.	Barruga, Bernard	Associate Professor III	Bachelor of Arts in English Bachelor of Laws Master of Arts in	05/23/24		Permanent

			Teaching English Doctor of Education Major in Educational Leadership Doctor of Philosophy in Language and Literacy Development			
9.	Borromeo, Josefina		Bachelor of Secondary Education Major in English Master of Arts in Education Major in Language Education Doctor of Philosophy in Education Major in Language Education			Contract of Service
10.	Buayan, Morena	Associate Professor V	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Education Major in Educational Management	04/01/17		Permanen t
11.	Bullo, Marnel		Bachelor of Secondary Education Major in Physical Sciences, Master of Arts in Education Major in Educational Management, Doctor of Education major in Educational Leadership			Adjunct
12.	Burac, Rodolfo	Associate Professor V	Bachelor of Arts in Political Science Master of Arts in Education Major in Educational Management Doctor of Philosophy in Educational Management	04/01/17		Permanen t
13.	Caño, Sheena		Bachelor of Secondary Education in English Master of Arts in Education Major in Administration and Supervision Doctor of Education in Educational Leadership			Contract of Service

14.	Cantoria, Amancio Jr.	Associate Professor V	Bachelor of Arts in Mathematics Master of Arts in Teaching Mathematics Doctor of Education	11/01/14		Permanent
15.	Carmen, Arlene	Professor VI	Bachelor of Arts in Mass Communication Major in Journalism Master of Arts in Education Major in English Doctor of Philosophy in English Language and Literature Doctor of Education Major in Educational Leadership	05/23/24		Permanent
16.	Castillo, Emeros R.	Associate Professor V	BS General Science, MAT Science, PhD Science Education (General Science),	11/12/19		Permanent
17.	Celedonio, Milagros	Professor I	Bachelor of Science in Biology Master of Arts in Teaching Science Master of Arts in Education Major in Educational Management Doctor of Philosophy in Biology	11/14/22		Permanent
18.	Clores, Vincent M.	Associate Professor V	Bachelor of Science in Computer Engineering Master in Distance Education Doctor of Philosophy in Education Major in Research and Evaluation	11/12/19		Permanent
19.	Delavin, Elreen	Professor IV	Bachelor of Elementary Education Major in Pre-school Education Master of Arts in Education Major in Administration and Supervision Doctor of Education	05/23/24		Permanent

			Major in Educational Leadership			
20.	Laurio, Nenette	Instructor I	Bachelor of Science in Agricultural Engineering Master in Public Administration Doctor in Public Administration	08/14/23		Permanent
21.	Lotivio, Ella	Instructor II	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English Doctor of Philosophy in English Language and Literature	05/23/24		Permanent
22.	Lorana, John	Professor III	Bachelor of Science in Forestry, Masters of Science in Environmental Management, Doctor of Philosophy in Environmental Management	05/23/24		Permanent
23.	Mahawan, Alvin	Assistant Professor I	Bachelor of Secondary Education Major in Biology Science Master of Arts in Education Major in Science Education Doctor of Education in Educational Leadership and Management	05/23/24		Permanent
24.	Malto, Erwin	Professor VI	Bachelor of Science in Business Administration Major in Management Master in Management Major in Public Administration Doctor in Philosophy Major in Public Administration	03/21/19		Permanent
25.	Millesca, Arnel	SUC President III	Bachelor of Secondary Education Major in English Bachelor of Laws Master of Arts in Education Major in	05/13/23		Permanent

			Administration and Supervision Doctor of Education Major in Educational and Human Resource Management			
26.	Serra, Gladdys Amherstia		Bachelor of Arts in English Linguistics, Masters in Public Administration, Doctor of Public Administration			Contract of Service
27.	Valler, Donata	Associate Professor V	Bachelor of Science in Agricultural Education Major in Crop Science Master of Science Major in Crop Science Doctor of Philosophy in Crop Science Major in Horticulture	04/01/17		Permanent

B.3.1.2. Master's

Table B.3.1.1. Faculty Profile of the DEBESMSCAT College of Business, Tourism and Economics – Department of Entrepreneurship

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Aguilar, Teresa A.	Instructor I	Bachelor of Science in Business Administration Major in Operation Management, Masters in Business Administration,	08/01/25		Permanent
2.	Jardin, Jessa Abelynne E.	COS Instructor	Bachelor of Science in Entrepreneurship, Master in Entrepreneurship (9 units)		1 year	Contract of Service
3.	Toling, Rony S.	Instructor I	BS in Business Administration Major in Management Accounting Master in Business Administration Doctor of Philosophy in Business Management	09/19/22	4 years	Permanent

4.	Tomboco n, Nonalyn D.	Assistant Professor II	Bachelor of Science in Entrepreneurship Master in Management Doctor in Business Administration (48units/CAR)	05/23/2 4		Permane nt
5.	Velarde, Al Wilson T.	Assistant Professor I	Bachelor of Science in Hotel and Resource Management, Master in Business Management,	05/23/2 4		Permane nt

Table B.3.1.2. Faculty Profile of the DEBESMSCAT College of Business, Tourism and Economics – Department of Economics

No.	Full Name	Academi c Rank	Educational Qualifications	Date of Appoin tment	Length of Experience	Employ ment Status
1.	Castro, Marjobel R.	Instructor I	Bachelor of Science in Economics, Master of Arts in Economics			Permane nt
2.	Laurio, Leo C.	COS Instructor	Bachelor of Science in Agricultural Engineering, MAED Mathematics			Contract of Service
3.	Sabaulan, Jelyn C.	COS Instructor	Bachelor of Arts in Economics, Master of Arts in Economics		3 years	Contract of Service
4.	Villester, Sharmaen a M.	Assistant Professor I	Bachelor of Arts in Economics, Master in Public Administration		8 years	Permane nt

Table B.3.1.3. Faculty Profile of the DEBESMSCAT College of Business, Tourism and Economics – Department of Public Administration

No.	Full Name	Academi c Rank	Educational Qualifications	Date of Appoin tment	Length of Experience	Employ ment Status
1.	Capinig, Florence Joy	Instructor I	Bachelor of Science in Economics, Master of Arts in Economics			Permane nt
2.	Jordan, Cklainch Alfe	COS Instructor	Bachelor of Arts in Sociology Master in Public Administration (33 units)			Contract of Service
3.	Romero, Jerryl	Instructor I	Bachelor of Arts in Political Science Master in Public Administration			Permane nt

Table B.3.1.4. Faculty Profile of the DEBESMSCAT College of Computing and Information Technology – Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Bello, Randy	Instructor I	Bachelor of Science in Computer Science Master of Science in Information Technology	08/01/25		Permanent
2.	Castillo, Daisy Jean	Instructor I	Bachelor of Science in Computer Science Master of Science in Information Technology	09/12/25		Permanent
3.	Corlet, Dennis	Associate Professor I	Bachelor of Science in Computer Science Master of Science in Information Technology Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Management	05/23/24		Permanent
4.	Duyag, Clarejy		Bachelor of Science in Information Systems Master in Information System			Contract of Service
5.	Hermoso, Marlon		Bachelor of Science in Computer Science Master in Information System			Contract of Service
6.	Lanuzo, Jose Leandro III	Instructor II	Bachelor of Library and Information Science Master of Library and Information Science	12/03/25		Permanent
7.	Pagorogon, Wilfred	Associate Professor IV	Bachelor of Science in Computer Science Master of Information Technology	11/14/22		Permanent
8.	Ramiso, Rowelyn	Associate Professor V	Bachelor of Science in Computer Science Master of Science in Information Technology Master of Public Administration	11/14/22		Permanent

			Doctor of Philosophy in Public Administration			
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Table B.3.1.5. Faculty Profile of the DEBESMSCAT College of Education– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Abella, Grace	Associate Professor V	Bachelor of Secondary Education major in Biological Science Master of Arts in Education Major in Administration and Supervision Doctor of Education major in Educational Management	09/14/22		Permanent
2.	Adigue, Ma Lorena	Instructor I	Bachelor in Physical Education MA Physical Education	08/15/22		Permanent
3.	Alcantara, Jessica	Associate Professor V	Bachelor of Arts in English Master of Arts in Teaching English Doctor of Arts in Literature and Communication	11/12/19		Permanent
4.	Alimonsuri n, Anthony	Assistant professor I	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English Education Doctor of Philosophy in English Language and Literature	05/23/24		Permanent
5.	Almonicar, Cesar Jr	Associate Professor I	Bachelor in Elementary Education Master of Arts in Education Administration and Supervision Master in Elementary Education Doctor of Education major in Educational Leadership	05/23/24		Permanent

6.	Alvarez, Christopher		Bachelor of Elementary Education Master of Arts in English Education Doctor of Education in Educational Leadership			Contract of Service
7.	Amarille, Carla	Instructor I	Bachelor of Secondary Education Major in English Master of Arts in English Education Doctor of Education in English Language Teaching	08/12/24		Permanent
8.	Ancajas, Froilyn	Associate Professor IV	Bachelor of Secondary Education Major in English Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
9.	Balanueco, Mary Ann		Bachelor of Science in Home Technology Master of Arts in Education Major in Home Economics Doctor of Education Major in Educational Leadership			Permanent
10.	Balbuena, Princess	Instructor III	Bachelor of Secondary Education Major in Social Studies Master of Arts in Education Major in Administration and Supervision Master of Arts in Education Major in Social Studies	05/23/24		Permanent
11.	Balbuena, Sherwin	Associate Professor V	BSED-Math, MAED, EdDEL	05/23/24		Permanent
12.	Bantillo, Nikki Faith	Associate Professor I	Bachelor of Secondary Education Major in Physics Master of Arts in Physics Education Doctor of Education in Educational Leadership	05/27/24		Permanent

13.	Barruga, Bernard	Associate Professor III	Bachelor of Arts in English Bachelor of Laws Master of Arts in Teaching English Doctor of Education Major in Educational Leadership Doctor of Philosophy in Language and Literacy Development	05/23/24		Permanent
14.	Borromeo, Josefina		Bachelor of Secondary Education Major in English Master of Arts in Education Major in Language Education Doctor of Philosophy in Education Major in Language Education			Contract of Service
15.	Buayan, Morena	Associate Professor V	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Education Major in Educational Management	04/01/17		Permanent
16.	Bullo, Marnel		Bachelor of Secondary Education Major in Physical Sciences Master of Arts in Education Major in Educational Management Doctor of Education major in Educational Leadership			Adjunct
17.	Burac, Rodolfo	Associate Professor V	Bachelor of Arts in Political Science Master of Arts in Education Major in Educational Management Doctor of Philosophy in Educational Management	04/01/17		Permanent
18.	Cajurao, Emma	Assistant Professor III	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Education	05/23/24		Permanent

19.	Cajurao, Erdee	Associate Professor IV	Bachelor of Science in Biology Master of Arts in Biology Education	05/23/24		Permanent
20.	Cantoria, Amancio Jr	Associate Professor V	Bachelor of Arts in Mathematics Master of Arts in Teaching Mathematics Doctor of Education	11/01/14		Permanent
21.	Cantoria, Uranus	Associate Professor II	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics	05/23/24		Permanent
22.	Carmen, Arlene	Professor VI	Bachelor of Arts in Mass Communication Major in Journalism Master of Arts in Education Major in English Doctor of Philosophy in English Language and Literature Doctor of Education Major in Educational Leadership	05/23/24		Permanent
23.	Casi, Jocelyn	Associate Professor V	Bachelor of Elementary Education Master of Arts in Education Major in Administration and Supervision Doctor in Education Major in Educational Leadership	11/14/22		Permanent
24.	Castillo, Iris	Associate Professor IV	Bachelor of Secondary Education Major in English Master of English Education Major in English	11/12/19		Permanent
25.	Caño, Sheena		Bachelor of Secondary Education in English Master of Arts in Education Major in Administration and Supervision Doctor of Education in Educational Leadership			Contract of Service
26.	Celedonio, Milagros	Professor I	Bachelor of Science in Biology Masters of Arts in Teaching Science Master of Arts	11/14/22		Permanent

			in Education Major in Educational Management Doctor of Philosophy in Biology			
27.	Clores, Michael		Bachelor of Science in Physical Therapy Master of Arts in Education Major in Curriculum and Instruction Doctor of Philosophy in Biology Doctor of Philosophy in Science Education			Adjunct
28.	Clores, Novy	Associate Professor V	Bachelor of Science in Agricultural Education Master of Science Agriculture Master of Arts in Education Major in Educational Management Doctor of Education Major in Educational Leadership	11/14/22		Permanent
29.	Cristobal, Dahlia	Associate Professor I	Bachelor of Elementary Education Major in Pre School Education Master of Arts in Education Major in Administration and Supervision Doctor of Education in Early Childhood Education Doctor of Education Major in Educational Leadership	05/23/24		Permanent
30.	Delavin, Elreen	Professor IV	Bachelor of Elementary Education Major in Pre-school Education Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
31.	Escalante, Joper		Bachelor of Elementary Education Major in General Education Master of Arts in Education			Permanent

			Major in Administration and Supervision			
32.	Estremera, Michael	Associate Professor IV	Bachelor of Secondary Education Major in Technology and Home Economics Master of Arts in Education Major in English Doctor of Philosophy in Educational Development Doctor of Philosophy Major in Language Education	09/12/24		Permanent
33.	Fajardo, Maricar		Bachelor in Elementary Education Major in General Education Master of Arts in Education Major in Administration and Supervision Doctor in Development Education			Contract of Service
34.	Ferriol, Mary Ane- Joy	Instructor I	Bachelor of Secondary Education Major in Social Studies Master of Arts in Social Studies	08/14/25		Permanent
35.	Labastida, Myla	Instructor III	Bachelor of Elementary Education Major in General Education Master of Arts in Education Major in Administration and Supervision Doctor in Education Major in Educational Leadership	05/23/24		Permanent
36.	Llarena, Marivic	Associate Professor V	Bachelor of Secondary Education Major in Filipino Master of Arts in Teaching Major in Filipino Doctor of Education	11/12/19		Permanent
37.	Lotivio, Ella	Instructor II	Bachelor of Secondary Education Major in English Master of Arts in Education Major in	05/23/24		Permanent

			English Doctor of Philosophy in English Language and Literature			
38.	Magalang, Jessie Jr	Instructor I	Bachelor of Secondary Education Major in Filipino Master of Arts in Education Major in Filipino Doctor of Philosophy in Filipino	08/16/22		Permanent
39.	Magat, Marita		Bachelor of Secondary Education Major in Mathematics Master of Arts in Education Major in Curriculum and Supervision Doctor of Philosophy in Mathematics Education			Contract of service
40.	Mahawan, Alvin	Assistant Professor I	Bachelor of Secondary Education Major in Biology Science Master of Arts in Education Major in Science Education Doctor of Education in Educational Leadership and Management	05/23/24		Permanent
41.	Manlangit, Lean	Instructor I	Bachelor of Secondary Education Major in MAPEH Master of Arts in Education Major in Teaching Physical Education and Sports	05/16/25		Permanent
42.	Marcaida, Christian Lloyd		Bachelor of Arts in Philosophy Master of Arts in Educational Leadership and Management			Contract of Service
43.	Medina, Editha	Associate Professor II	Bachelor of Secondary Education Major in Physical Education Master of Arts in Education Major in Physical Education Doctor of Philosophy	11/14/22		Permanent

44.	Merciales, Vanessa Ivy	COS Instructor	Bachelor of Elementary Education Master of Arts in Education Major in Elementary Education			Contract of Service
45.	Millesca, Arnel	SUC President III	Bachelor of Secondary Education Major in English Bachelor of Laws Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational and Human Resource Management	05/13/23		Permanent
46.	Ocariza, Arsenio	Associate Professor V	Bachelor of Secondary Education Major in Physics Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
47.	Pacheco, Ramir	Instructor I	Bachelor of Secondary Education Major in Mathematics Master of Arts in Education Mathematics Doctor of Philosophy in Mathematics Education			Permanent
48.	Padasas, Raiza	Associate Professor V	Bachelor of Elementary Education Major in English Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent
49.	Pardeno, Joey	Assistant Professor I	Bachelor of Science in Home Technology Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanent

50.	Pautan, Roger Jr.		Bachelor of Secondary Education Major in Filipino Master of Arts in Teaching Filipino Master of Arts in Education Major in Administration and Supervision			Part-Time
51.	Rabas, Richel		Bachelor of Secondary Education Major in Mathematics Education Master of Arts in Education Major in Mathematics Education			Permanen t
52.	Ramiso, Dennis	Instruct or II	Bachelor of Arts in Political Science Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanen t
53.	Ramo, Gerald	Instruct or I	Bachelor in Physical Education Master of Arts in Physical Education	12/13/10		Permanen t
54.	Romano, Maria Jessabelle	Instruct or I	Bachelor of Secondary Education Major in Social Studies Master of Arts in Education Major in Social Studies			Permanen t
55.	Royo, Jona	Associat e Professo r III	Bachelor of Secondary Education Major in English Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanen t
56.	Saldivar, Rogie		Bachelor of Secondary Education Major in English Master of Arts in Education Major in Teaching English			Part-Time
57.	Sevilla, Nedie	Associat e Professo r II	Bachelor of Secondary Education Major in Mathematics Master of Arts in Mathematics Education Doctor of	02/18/25		Permanen t

			Philosophy in Mathematics Education			
58.	Sola, Norie-Ar M.	Instructor I	Bachelor of Science in Nursing Master of Science in Nursing	08/12/24		Permanent
59.	Solinap, Janette	Associate Professor II	Bachelor of Science in Industrial Education Major in Home Economics Master of Arts in Education Major in Home Economics Doctor of Education Major in Educational Leadership	02/18/25		Permanent
60.	Turco, Rocel	Associate Professor V	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Philosophy in Mathematics Education	11/12/19		Permanent
61.	Valencia, Joseph	Instructor II	Bachelor of Arts in Psychology Master of Arts in Counseling	08/04/25		Permanent
62.	Velarde, Relly	Assistant professor II	Bachelor of Science in Agricultural Education Master of Arts in Education Major in Administration and Supervision	11/14/22		Permanent
63.	Villarias, Rio	Instructor I	Bachelor of Secondary Education Major in Mathematics Master of Arts in Education Major in Mathematics Doctor of Education Major in Educational Leadership	09/01/21		Permanent

Table B.3.1.6. Faculty Profile Degrees of the DEBESMSCAT College of Engineering– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
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1.	Abardo, Rica	Associate Professor V	Bachelor of Science in Civil Engineering Master of Engineering in Civil Engineering	04/01/17		Permanent
2.	Alindogan , Jaypee		Bachelor of Science in Civil Engineering Master of Science in Civil Engineering			Contract of Service
3.	Altizon, Nacel	Assistant Professor I	Bachelor of Science in Civil Engineering Master of Science in Civil Engineering	05/20/24		Permanent
4.	Bitancor, Edgardo	Assistant Professor II	Bachelor of Science in Electrical Engineering Master of Engineering	01/02/25		Permanent
5.	Borres, Eligio	Assistant Professor III	Bachelor of Science in Agricultural Engineering Master of Science in Agricultural Engineering	05/23/24		Pemanent
6.	Burgos, Luis III		Bachelor of Science in Agrilcutural and Biosystem Engineering Master of Science in Agricuiltural and Biosystem Engineering			Contract of service

7.	Clores, Vincent	Associate Professor V	Bachelor of Science in Computer Engineering Master in Distance Education Doctor of Philosophy in Educationn Major in Research and Evaluation	11/12/19		Permanent
8.	Detablan, Joshua		Bachelor of Science in Civil Engineering Master of Engineering in Civil Engineering			Contract Of service
9.	Diong- An, Chris Jay		Bachelor of Science in Electrical Engineering Master of Science in Electrical Engineering			Contract of Service
10.	Haya, Christine Joy	Instructor I	Bachelor of Science in Computer Engineering Master of Science in Management Engineering	06/05/20		Permanent
11.	Llarena, Alan	Associate Professor IV	Bachelor of Science in Agricultural Engineering Master of Science in Agricultural Engineering	11/14/22		Permanent
12.	Lucernas, Michael	Assistant Professor II	Bachelor of Science in Agricultural Engineering Master of	05/23/24		Permanent

			Science Agricultural Engineering			
13.	Malag, Arnold	Associate Professor V	Bachelor of Science in Mechanical Engineering Master of Engineering Technology Doctor of Philosophy in Technology Management	04/01/17		Permanent
14.	Malag, Reynald	Associate Professor V	Bachelor of Science in Civil Engineering Master of Science in Civil Engineering Master in Public Administratio n Doctor of Philosophy in Public Administratio n	07/01/19		Permanent
15.	Natural, Jonathan	Assistant Professor III	Bachelor of Science in Mechanical Engineering Master of Engineering Technology	11/14/22		Permanent
16.	Ruda, Mark Ian	Instructor I	Bachelor of Science in Mechanical Engineering Master of Science in Mechanical Engineering	11/06/24		Temporary Permanent
17.	Tumbaga, Genesis	Instructor I	Bachelor of Science in Computer Engineering Master of	01/05/26		Permanent

			Science Computer Engineering			
18.	Vera, Gerome Jay		Bachelor of Science in Electrical Engineering Master of Science in Electrical Engineering			Contract of Service
19.	Villanueva, Shennie	Instructor I	Bachelor of Science in Civil Engineering Master in Engineering Technology	07/20/23		Permanent
20.	Villester, Noel	Assistant Professor I	Bachelor of Science in Electrical Engineering Master of Engineering Technology Doctor of Philosophy in Technology Management	05/23/24		Permanent

**Table B.3.1.7. Faculty Profile of the DEBESMSCAT College of Industrial Technology–
Academic Program**

No .	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Aguilos, Oskie	Assistant Professor II	Bachelor of Industrial Technology Major in Electronics Technology Master of Science in Industrial Technology	09/14/22s		Permanent
2	Ajas, Al Jay		Bachelor of Science in Automotive Technology Master of			Contract of service

			Science in Industrial Technology			
3	Arnado, Loi Jann	Instructor I	Bachelor of Science in Electronics Technology Master of Science in Industrial Technology	06/15/26		Temporary Permanent
4	Barrera, Anthony		Bachelor of Science in Civil Engineering Master of Engineering in Civil Engineering			Contract of Service
5	Boltron, Junevic		Bachelor of Science in Industrial Technology Master of Science in Industrial Technology			Permanent
6	Briobo, Hanna Shemaida	Instructor I	Bachelor of Science in Electronics Technology Master of Arts in Industrial Education	02/14/26		Temporary Permanent
7	Casidsid, Jerald		Bachelor of Science in Industrial Technology Master of Science in Industrial Technology			Contract of Service
8	Celedonio, Althea	COS Instructor	BTLED, MAED TLE			Contract of Service
9	Cornal, Mary Lou Niña	Instructor	Bachelor of Technical-Vocational Teacher Education in Drafting			Temporary Permanent



			Technology Master in Technician Education major in Drafting Technology			
1	Deiparine, Micah Ireneo	Instructor I	Bachelor of Science in Industrial Technology Master of Science in Industrial Technology	06/08/26		Temporary Permanent
1	Gabrito, Ricky	Assistant Professor II	Bachelor of Science in Computer Science Master in Educational Management Major in Administratio n and Supervision Doctor of Philosophy in Educational Management	09/14/22s		Permanent
1	Gamba, Jermie		Bachelor of Science in Industrial Technology Master of Science in Industrial Technology			Temporary Permanent
1	Genotiva, Michael Angelo		Bachelor of Science in Industrial Technology Master of Science in Industrial Technology			Temporary Permanent
1	Guadalupe , Charlien		Bachelor of Science in Industrial Technology			

			Master of Science in Industrial Technology			
1	Loyola, Judith	Associate Professor V	Bachelor of Science industrial Engineering Master of Science Industrial Engineering Doctor of Education major in Industrial Education Management	04/01/17		Permanent
1	Luzong, Alberto III	Instructor I	Bachelor of Science in Industrial Technology Major in Electronics Technology Master of Science in Industrial Technology	11/06/24		Temporary Permanent
1	Malto, Francis Kyle	Assistant Professor	Bachelor of Science in Electronics Technology Master of Arts in Industrial Education	05/23/24		Permanent
1	Padasas, Jessie		Bachelor of Science in Industrial Technology Master of Science in Industrial Technology			Temporary Permanent
1	Pardeño, Noel	Instructor I	Bachelor of Science in Industrial Technology Major in Electrical	11/11/25		Permanent



			Technology Master of Science in Industrial Technology			
2	Ramos, Randy	Instructor I	Bachelor of Science in Industrial Technology Master of Science Industrial Technology	08/01/22		Permanent
2	Rapsing, Elmo Jr	Associate Professor V	Bachelor of Science in Mechanical Engineering Master in Engineering Technology Doctor of Technology	11/14/22		Permanent
2	Rañola, Mark Anthony		Bachelor of Science industrial Technology - Automotive Master of Science Industrial Technology			Contract of service
2	Ubac, Harvey	Instructor	Bachelor of Science in Industrial Technology Major in Electrical Technology Master of Science in Industrial Technology	05/20/24		Permanent
2	Valdez, Paolo	Instructor I	Bachelor of Science in Civil Engineering Master of Engineering in Civil Engineering	11/06/24		Temporary Permanent

Table B.3.1.8. Faculty Profile of the DEBESMSCAT College of Agriculture– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Abella, Mark Anthony	Associate Professor V	Bachelor of Science in Forestry Master of Science in Agriculture major in Crop Science Doctor of Philosophy in Resource Management	05/23/24		Permanent
2.	Alcantara, Edwin	Associate Professor V	Bachelor of Science in Agriculture Education Major in Animal Science Master of Science in Animal Science Doctor of Philosophy in Animal Science	09/14/22		Permanent
3.	Almoguera, Laurence	Assistant	Bachelor in Agricultural Engineering Master of Science in Agricultural Engineering	05/23/24		Permanent
4.	Bagunoc, Carla	Instructor I	Bachelor of Science in Agriculture Master of Science in Agriculture	07/05/01		Permanent
5.	Basulgan, Eddie	Associate Professor III	Bachelor of Science in Agriculture Major in Crop Science Master of Science in Agriculture	05/23/24		Permanent
6.	Bataga, Nanita	Instructor I	Bachelor of Science in Agriculture Major in Agricultural Education Master of Arts in Teaching Major in Mathematics	07/05/01		Permanent
7.	Cornal, Nimfa	Associate Professor V	Bachelor of Science in Agriculture Education Major in Animal Science Master of Science in Agriculture Doctor of Education Major in Educational Leadership	04/01/17		Permanent



8.	Dollison, Mohammad	Associate Professor I	Bachelor of Science in Agriculture Major in Crop Science Master of Science in Plant Protection Major in Entomology Doctor of Philosophy in Agronomy	11/14/22		Permanent
9.	Ferreras, Ulysis	Associate Professor V	Bachelor of Science in Agricultural Education Master of Arts in Education major in Administration and Supervision Master of Science in Agriculture Doctor in Education Major in Educational Leadership	05/23/24		Permanent
10.	Ibañez, Roger	Associate Professor III	Bachelor of Science in Agriculture Master of Science in Agriculture Major in Animal Science Doctor of Philosophy in Animal Science	05/23/24		Permanent
11.	Jr, Nestor Vibas		Bachelor of Secondary Education Major in Biological Science Master of Arts in Education Major in Science Education			Contract of Service
12.	Jr, Zaldy Ibañez	Instructor III	Bachelor of Science in Agriculture Major in Agricultural Education Master of Science in Agriculture Major in Crop Science	06/08/26		Permanent
13.	Lorana, John	Professor III	Bachelor of Science in Forestry Masters of Science in Environmental Management Doctor of Philosophy in Environmental Management	05/23/24		Permanent
14.	Moniño, Analyn	Instructor I	Bachelor of Science in Agriculture Major in Agricultural Education Master of Science in	09/01/21		Permanent

			Agriculture Major in Animal Science			
15.	Mortel, John Carlo		Bachelor of Secondary Education Major in Biological Science Master of Arts in Education major in Science Education Doctor of Philosophy in Science Education			Contractual
16.	Ogaya, Michael	Associate Professor IV	Bachelor of Science in Agriculture Major in Agricultural Education Master of Arts in Education Major in Administration and Supervision Master of Science in Agriculture Doctor of Philosophy in Extension Education	05/23/24		Permanent
17.	Royo, Amalia	Assistant Professor IV	Master of Science Animal Husbandry Doctor of Veterinary Medicine	05/23/24		Permanent
18.	Tumbaga, Melvin		Bachelor of Science in Agroforestry Master of Science in Agriculture Major in Crop Science			
19.	Valler, Donata	Associate Professor V	Bachelor of Science in Agricultural Education Major in Crop Science Master of Science Major in Crop Science Doctor of Philosophy in Crop Science Major in Horticulture	04/01/17		Permanent
20.	Velza, Jacob Frederick	Assistant Professor I	Bachelor of Science in Agriculture Master of Science in Agriculture Major in Crop Science	05/23/24		Permanent
21.	Zaragoza, Maria Christina Rochelle	Associate Professor III	Bachelor of Science in Biology Master of Arts in Education Major in Biology	11/14/22		Permanent

Table B.3.1.9. Faculty Profile of the DEBESMSCAT Cawayan Campus– Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Almonicar, Cesar Jr	Associate Professor I	Bachelor in Elementary Education Master of Arts in Education Administration and Supervision Master in Elementary Education Doctor of Education major in Educational Leadership	05/23/24		Permanent
2.	Amarille, Carla	Instructor I	Bachelor of Secondary Education Major in English Master of Arts in English Education Doctor of Education in English Language Teaching	08/12/24		Permanent
3.	Castillo, Iris	Associate Professor IV	Bachelor of Secondary Education Major in English Master of English Education Major in English	11/12/19		Permanent
4.	Fajardo, Maricar		Bachelor in Elementary Education Major in General Education Master of Arts in Education Major in Administration and Supervision Doctor in Development Education			Contract of Service
5.	Marcaida, Christian Lloyd		Bachelor of Arts in Philosophy Master of Arts in Educational Leadership and Management			Permanent
6.	Merciales, Vanessa Ivy	COS Instructor	Bachelor of Elementary Education Master			Permanent

			of Arts in Education Major in Elementary Education			
7.	Pautan, Roger Jr.	Adminis trative Aide VI	Bachelor of Secondary Education Major in Filipino Master of Arts in Teaching Filipino Master of Arts in Education Major in Administration and Supervision			Part-Time
8.	Rabas, Richel		Bachelor of Secondary Education Major in Mathematics Education Master of Arts in Education Major in Mathematics Education			Permanent
9.	Saldivar, Rogie	Adminis trative Aide IV	Bachelor of Secondary Education Major in English Master of Arts in Education Major in Teaching English	05/26/25		Part-Time

Table B.3.1.10 Faculty Profile of the DEBESMSCAT School of Graduate Studies and Research – Academic Program

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1.	Alcantara, Jessica	Associate Professor V	Bachelor of Arts in English Master of Arts in Teaching English Doctor of Arts in Literature and Communication	11/12/19		Permanent
2.	Alcantara, Edwin	Associate Professor V	Bachelor of Science in Agriculture Education Major in Animal Science, Master of Science in Animal Science, Doctor of	09/14/22		Permanent

			Philosophy in Animal Science			
3.	Alimonsurin, Anthony	Assistant professor I	Bachelor of Secondary Education Major in English Master of Arts in Education Major in English Education Doctor of Philosophy in English Language and Literature	05/23/24		Permanent
4.	Alvarez, Christopher		Bachelor of Elementary Education Master of Arts in English Education Doctor of Education in Educational Leadership			Contract of Service
5.	Balbuen, Sherwin	Associate Professor V	BSED-Math, MAED, EdDEL	05/23/24		Permanent
6.	Bantillo, Nikki Faith	Associate Professor I	Bachelor of Secondary Education Major in Physics Master of Arts in Physics Education Doctor of Education in Educational Leadership	05/27/24		Permanent
7.	Banua, Luis		Bachelor of Science in in Agricultural Engineering, Master in Public Administration, Doctor in Public Administration			Permanent
8.	Barruga, Bernard	Associate Professor III	Bachelor of Arts in English Bachelor of Laws Master of Arts in Teaching English Doctor of Education Major in Educational Leadership Doctor of Philosophy in Language and Literacy Development	05/23/24		Permanent
9.	Borromeo, Josefina		Bachelor of Secondary Education Major in English Master of Arts in Education Major in Language Education			Contract of Service

			Doctor of Philosophy in Education Major in Language Education			
10.	Buayan, Morena	Associate Professor V	Bachelor of Secondary Education Major in Mathematics Master of Arts in Teaching Mathematics Doctor of Education Major in Educational Management	04/01/17		Permanen t
11.	Bullo, Marnel		Bachelor of Secondary Education Major in Physical Sciences, Master of Arts in Education Major in Educational Management, Doctor of Education major in Educational Leadership			Adjunct
12.	Burac, Rodolfo	Associate Professor V	Bachelor of Arts in Political Science Master of Arts in Education Major in Educational Management Doctor of Philosophy in Educational Management	04/01/17		Permanen t
13.	Caño, Sheena		Bachelor of Secondary Education in English Master of Arts in Education Major in Administration and Supervision Doctor of Education in Educational Leadership			Contract of Service
14.	Cantoria , Amanci o Jr.	Associate Professor V	Bachelor of Arts in Mathematics Master of Arts in Teaching Mathematics Doctor of Education	11/01/14		Permanen t
15.	Carmen, Arlene	Professor VI	Bachelor of Arts in Mass Communication Major in Journalism Master of Arts in Education Major in English Doctor of Philosophy in English Language	05/23/24		Permanen t

			and Literature Doctor of Education Major in Educational Leadership			
16.	Castillo, Emeros R.	Associate Professor V	BS General Science, MAT Science, PhD Science Education (General Science),	11/12/19		Permanen t
17.	Celedon io, Milagro s	Professor I	Bachelor of Science in Biology Master of Arts in Teaching Science Master of Arts in Education Major in Educational Management Doctor of Philosophy in Biology	11/14/22		Permanen t
18.	Clores, Vincent M.	Associate Professor V	Bachelor of Science in Computer Engineering Master in Distance Education Doctor of Philosophy in Educationn Major in Research and Evaluation	11/12/19		Permanen t
19.	Delavin, Elreen	Professor IV	Bachelor of Elementary Education Major in Pre-school Education Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational Leadership	05/23/24		Permanen t
20.	Laurio, Nenette	Instructor I	Bachelor of Science in Agricultural Engineering Master in Public Administration Doctor in Public Administration	08/14/23		Permanen t
21.	Lotivio, Ella	Instructor II	Bachelor of Secondary Education Major in English	05/23/24		Permanen t

			Master of Arts in Education Major in English Doctor of Philosophy in English Language and Literature			
22.	Lorana, John	Professor III	Bachelor of Science in Forestry, Masters of Science in Environmental Management, Doctor of Philosophy in Environmental Management	05/23/24		Permanent
23.	Mahawan, Alvin	Assistant Professor I	Bachelor of Secondary Education Major in Biology Science Master of Arts in Education Major in Science Education Doctor of Education in Educational Leadership and Management	05/23/24		Permanent
24.	Malto, Erwin	Professor VI	Bachelor of Science in Business Administration Major in Management Master in Management Major in Public Administration Doctor in Philosophy Major in Public Administration	03/21/19		Permanent
25.	Millesca, Arnel	SUC President III	Bachelor of Secondary Education Major in English Bachelor of Laws Master of Arts in Education Major in Administration and Supervision Doctor of Education Major in Educational and Human Resource Management	05/13/23		Permanent
26.	Serra, Gladdys Amherstia		Bachelor of Arts in English Linguistics, Masters in Public Administration, Doctor of Public Administration			Contract of Service

27.	Valler, Donata	Associate Professor V	Bachelor of Science in Agricultural Education Major in Crop Science Master of Science Major in Crop Science Doctor of Philosophy in Crop Science Major in Horticulture	04/01/17		Permanen t
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B.3.1.3. Baccalaureate

Table B.1.1. Faculty Profile of the DEBESMSCAT College of Education

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Abella, Grace B.	Associate Professor V	Master of Arts in Education Major in Administration and Supervision PhD Education major in Educational Management	12/14/22		Permanent
2	Adigue, Ma. Lorena P.	Instructor I	BPE, MA Physical Education, PhD in PE and Sports	8/15/22		Permanent
3	Ancajas, Froilyn A.	Assistant Professor IV	BSSED English, MAED ADMIN & SUPERVISION, EdDEL	5/23/24		Permanent
4	Balanueco, Mary-Ann J.	Instructor I	BS Home Technology, MAED Home Economics, EdDEL			Permanent
5	Balbuena, Princess Z.	Instructor III	BSSED Social Studies, MAED Administration and Supervision	5/23/24		Permanent
6	Cajurao, Emma O.	Assistant Professor III	BSSED-Math, MAT Mathematics, EdD Administration and Supervision (on-going)	5/23/24		Permanent

7	Cajurao, Erdee C.	Associate Professor IV	Master of Arts in Biology Education	5/23/24		Permanent
8	Cantoria, Uranus E.	Associate Professor II	BSE - Math MAT - Mathematics	5/23/24		Permanent
9	Carmen, Arlene B.	Professor VI	AB Mass Com Journalism, MAT English, Ed.D Educ. Leadership	5/23/24		Permanent
10	Casi, Jocelyn S.	Associate Professor V	AB Sociology, MAED Admin & Supervision, EdDEL (on-going)	11/12/19		Permanent
11	Clores, Novy R.	Associate Professor V	BSAED, MSA Animal Science, Ed.D.E.L	11/14/22		Permanent
12	Cristobal, Dahlia	Asso. Prof.I	Master of Arts in Education Major in Administration and Supervision PhD Education in Early Childhood Education PhD Education Major in Educational Leadership	5/23/24		Permanent
13	Escalante, Joper C.	Assistant Professor IV	BEED-Gen Ed, MAED Admin. & Supervision			Permanent
14	Labastida, Myla O.	Instructor III	BEED, MAED, EdD Educational Leadership	5/23/24		Permanent
15	Llarena, Marivic C.	Associate Professor V	BSED Filipino MAT Filipino	11/12/19		Permanent
16	Lotivio, Ella P.	Instructor II	BSED English, MAED English Language Education, PhD English Language and Literature	5/23/24		Permanent
17	Magalang, Jessie R., Jr.	Instructor I	BSED Filipino MA Filipino Education	8/16/22		Permanent

			PhD Filipino-Dissertation Writing			
18	Mahawan, Alvin M.	Assistant Professor I	Master of Arts in Education Major in Science Education PhD Education in Educational Leadership and Management	5/23/24		Permanent
19	Medina, Editha T.	Assistant Professor II	BSED PE, MAED Physical Education, PhD Educational Management(on-going)	11/14/22		Permanent
20	Ocariza, Arsenio D.	Assistant Professor I	Master of Arts in Education Major in Administration and Supervision PhD Education Major in Educational Leadership	5/23/24		Permanent
21	Padasas, Raiza M.	Associate Professor V	BEED- English, MAED Admin & Supervision, EdDEL	5/23/24		Permanent
22	Pardeño, Joey V.	Assistant Professor I	BSHT Home Technology Education, MAED Admin & Supervision, EdDEL	5/23/24		Permanent
23	Ramiso, Dennis C.	Instructor II	AB Political Science MAED Admin & Supervision Doctor of Education Major in Educational Leadership	5/23/24		Permanent
24	Ramo, Gerald O.	Instructor I	Bachelor of Physical Education, MA Physical Education			Permanent

25	Romano, Maria Jessabelle P.	Instructor I	BSED Social Studies MAED Social Studies			Permanent
26	Sola, Norie Ar M.	Instructor I	Master of Science in Nursing	8/12/24		Permanent
27	Solinap, Janette P.	Associate Professor V	BS Industrial Education (Home Economics), MA Education (Home Economics)	4/1/17		Permanent
28	Valencia, Joseph P.	Instructor III	Master of Arts in Counseling	8/4/25		Permanent
29	Velarde, Relly C.	Assistant Professor II	BSA AgEd, MAED	11/14/22		Permanent
30	Villarias, Rio A.	Instructor I	BSED Mathematics MAED Mathematics Education PhD Mathematics Education	9/1/21		Permanent
31	Ferriol, Mary Ane- Joy P.	Instructor I	BSED Social Studies MA Social Studies Education- On- going	8/14/25		Temporary

Table B.1.2. Faculty Profile of the DEBESMSCAT College of Engineering

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appoint- ment	Length of Experience	Employ- ment Status
1	Altizon, Nacel C.	Assistant Professor I	BS Civil Eng, MS Civil Eng.	5/20/24		Permanent
2	Bitancur, Edgardo A.	Assistant Professor II	BS Electrical Eng., Master of Engineering major in Electrical Engineering	1/2/25		Permanent

3	Llarena, Alan A.	Associate Professor IV	BS Agricultural Eng., MSAEN	11/14/22		Permanent
4	Lucernas, Michael A.	Assistant Professor II	BS AgEng'g, MSAEN,	5/23/24		Permanent
5	Malag, Arnold I.	Associate Professor V	BS Mechanical Engineering, MA Engineering Technology, PhD Technology Management	7/1/17		Permanent
6	Malag, Reynald I.	Associate Professor V	BS Civil Engineering, MPA, Doctor of Philosophy	7/1/19		Permanent
7	Natural, Jonathan V.	Assistant Professor IV	BS Mech Eng, Master in Engineering Technology, Doctor of Technology Management (on-going)	11/14/22		Permanent
8	Villanueva, Shennie B.	Instructor I	BSCE, ME Civil Engineering	7/20/23		Permanent
9	Villester, Noel Jr. T.	Assistant Professor I	BS Electrical Engineering, Master of Engineering Technology, PhD Technology Management (on-going)	5/23/24		Permanent
10	Amoyo, Athea Belle M.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going			Temporary
11	Cantoria, Renee Jean S.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going			Temporary

12	Dejucos, Marco Angelo R.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going	9/14/20	5	Temporary
13	Ruda, Mark Ian T.	Instructor I	BS Chemical Engineering, MS Chemical Engineering, on going	11/6/24		Temporary
14	Burgos, Luis Iii	Instructor I	BSABE, Master of Science in Agricultural and Biosystem Engineering (on-going)	1/12/26		COS
15	Abardo, Rica	Instructor I	BS Civil Engineering, MS Civil Engineering (on-going)	1/12/26		COS
16	Alindogan, Jaypee	Instructor I	BS Civil Engineering, MS Civil Engineering (on-going)	1/12/26		COS
17	Detablan, Joshua	Instructor I	BS Civil Engineering, MS Civil Engineering (on-going)	1/12/26		COS
18	Diong-An, Chris Jay	Instructor I	BS Electrical Engineering, MS Electrical Engineering	1/12/26		COS
19	Vera, Gerome Jay	Instructor I	BS Electrical Engineering, MS Electrical Engineering	1/12/26		COS

Table B.1.3. Faculty Profile of the DEBESMSCAT College of Business, Tourism and Economics

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Aguilar, Teresa A.	Instructor I	BSBA Operations Management,	8/1/25		Permanent

			Masters in Business Administration			
2	Castro, Marjobel R.	Instructor I	BS Economics, MA Economics		5	Permanent
3	Toling, Rony S.	Instructor I	BSBA Management Acctg., MBA, Phd Business Management	9/19/22		Permanent
4	Tombocon, Nonalyn D.	Assistant Professor II	BS Entrepreneurship, Master in Management, Doctor of Business Administration (on-going)	5/23/24		Permanent
5	Velarde, Al Wilson T.	Assistant Professor I	BSHRM, Master in Business Management,	5/23/24		Permanent
6	Villester, Sharmaena M.	Assistant Professor I	AB Economics, MPA	5/23/24		Permanent
7	Sabaulan, Jelyn	Instructor I	AB Economics, MA Economics (on-going)	1/12/26		COS

Table B.1.4. Faculty Profile of the DEBESMSCAT College of Computing and Information Technology

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Capinig, Florence Joy M.	Instructor I	AB Political Science, MPA			Permanent
2	Castillo, Emeros R.	Associate Professor V	BS General Science, MAT Science, Phd Science Education	11/12/19		Permanent
3	Clores, Vincent M.	Associate Professor V	BS Computer Eng., MDE, Phd Research and Evaluation	11/12/19		Permanent
4	Corlet, Dennis G.	Associate Professor I	BSCS, MAED Admin and Supervision,	5/23/24		Permanent

			MSIT, DIT (on-going)			
5	Haya, Christine Joy A.	Instructor I	BS Computer Eng., MIS, MS Management Eng.	7/5/20		Permanent
6	Haya, Lawrence B.	Instructor I	BS Computer Eng., MPA	2/21/21		Permanent
7	Lanuzo, Jose Leandro Iii M.	Instructor II	BLIS, Master of Library Information Science	12/3/25		Permanent
8	Pagorogon, Wilfred B.	Associate Professor IV	BSCS, MSIT	11/14/22		Permanent
9	Ramiso, Rowelyn M.	Associate Professor V	BSCS, MPA. MSIT, Phd Public Administration (on-going)	11/14/22		Permanent
10	Romero, Jerryl Q.	Instructor I	AB Political Science, MPA, Doctor in Public Administration(on-going)	8/14/23		Permanent
11	Tumbaga, Genesis A.	Instructor I	BS Computer Eng., MS Computer Eng.	1/5/26		Permanent
12	Bello, Randy D.	Instructor I	BSCS, MSIT (on-going)	8/1/22		Temporary
13	Castillo, Daisy Jean A.	Instructor I	BSCS, MSIT (on-going)	9/14/20	5	Temporary
14	Duyag, Clarejy	Instructor I	BSIS, MIS	1/12/26		COS
15	Hermoso, Marlon	Instructor I	BSCS, MIS	1/12/26		COS

Table B.1.5. Faculty Profile of the DEBESMSCAT College of Agriculture and Forestry

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Abella, Mark Anthony C.	Associate Professor V	BS Agroforestry, MS Agriculture-Crop Science, PhD in Resource	5/23/24		Permanent

			Management (Forest Resources Management)			
2	Almoguera, Laurence G.	Assistant Professor II	BSAEN, MSAEN,	5/23/24		Permanent
3	Bagunoc, Carla M.	Assistant Professor II	BSA Animal Science, MSA Animal Science, PhD Animal Science (on-going)	5/23/24		Permanent
4	Basulgan, Eddie B.	Associate Professor III	BSA AgEd, MSA Crop Science	5/23/24		Permanent
5	Bataga, Nanita M.	Assistant Professor II	BSA Agricultural Education, MAT Mathematics, Doctor of Education (on- going)			Permanent
6	Borres, Eligio Jr. C.	Assistant Professor III	BSAEN, MSAEN Soil and Water Management	5/23/24		Permanent
7	Cornal, Nimfa R.	Associate Professor V	BSAED, MSA Animal Science, EdDEL	4/1/17		Permanent
8	Dollison, Mohammad D.	Associate Professor II	BSA Crop Science, MS Plant Protection, PhD Agronomy (on- going)	11/14/22		Permanent
9	Ferreras, Ulysis L.	Associate Professor V	BSAED- Animal Science, MAED Admin. & Supervsion, EdDEL	5/23/24		Permanent
10	Ibañez, Zaldy Jr. C.	Instructor III	BSA AgEd, MSA Crop Science, PhD Plant Science major in Agronomy	6/8/26		Permanent

11	Loraña, John L.	Professor III	BS Forestry, MS Environment Management, PhD in Environmental Management	5/23/24		Permanent
12	Moniño, Analyn M.	Instructor I	BSA Agricultural Education, MSA Animal Science, PhD Animal Science (on-going)	9/1/21		Permanent
13	Ogaya, Michael O.	Associate Professor IV	BSA AgEd, MAED Admin & Supervision, PhD Extension Education	5/23/24		Permanent
14	Royo, Amalia A.	Assistant Professor IV	BS Veterinary Medicine, MS Animal Husbandry	5/23/24		Permanent
15	Royo, Jona M.	Associate Professor III	BSED English, MAED Admin & Supervision, EdDEL	5/23/24		Permanent
16	Tumbaga, Melvin G.	Instructor I	BSA AGRO FORESTRY, MSA-CROP SCIENCE	8/14/23		Permanent
17	Valler, Donata L.	Associate Professor V	BSAED Crop Science, MSA Crop Science, Ph.D. Horticulture			Permanent
18	Zaragoza, Maria Christina Rochelle D.	Associate Professor III	BS Biology, Master in Biology, PhD Educational Management (on-going)	11/14/24		Permanent
19	Cinco, Allan, Jr.	Instructor 1	Bachelor of Science in Agribusiness	1/12/26		COS
20	Mortel, John Carlo	Instructor 1	Bachelor of Secondary Education Major in	1/12/26		COS

			Biological Science Master of Arts in Education major in Science Education Doctor of Philosophy in Science Education			
21	Vibas Jr, Nestor	Instructor 1	BSED Biological Science, MAED Science Education	1/12/26		COS

Table B.1.6. Faculty Profile of the DEBESMSCAT College of Industrial Technology

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Celedonio, Althea	COS Instructor	BTLED, MAED TLE			Contract of Service
2	Loyola, Judith M.	Associate Professor V	BS Industrial Technology (Foods Technology), MAIE, EdD-Industrial Education	4/1/17		Permanent
3	Malto, Francis Kyle R.	Assistant Professor II	BS Electronics Technology, MA Industrial Education	5/23/24		Permanent
4	Ramos, Randy B.	Instructor I	BSIT Automotive Technology, Master of Science in Industrial Technology, Doctor of Philosophy in Technology Management	8/1/22		Permanent
5	Rapsing, Elmo Jr. C.	Associate Professor V	BS Mechanical Engineering, Master in Engineering	11/14/22		Permanent

			Technology, Doctor of Technology			
6	Arnado, Loi Jann M.	Instructor I	BS Electronics Technology, MSIT (on- going)	5/15/26		Temporary
7	Briobo, Hanna Shemaida L.	Instructor I	BS Electronics Technology, Master of Industrial Education (on- going)	2/14/26		Temporary
8	Cornal, Mary Lou Niña R.	Instructor I	BTechVocTEd major in Drafting Technology, MTed Major in Drafting Technology (on-going)	7/8/26		Temporary
9	Deiparine, Micah Ireneo L.	Instructor I	BSIT Electrical Technology, MS Industrial Technology (on-going)	7/8/26		Temporary
10	Gamba, Jermie T.	Instructor I	BSIT Electrical Technology, MSIT (on- going)	7/8/26		Temporary
11	Genotiva, Michael Angelo C.	Instructor I	BSIT Electrical Technology, MS Industrial Technology (on-going)	7/8/26		Temporary
12	Padasas, Jessie E.	Instructor I	BSIT Civil Technology, MS Industrial Technology (on-going)	7/8/26		Temporary
13	Valdez, Paolo P.	Instructor I	BS Civil Engineering, ME Civil Engineering in Construction Technology and Management (on-going)	11/6/24		Temporary
14	Ajas, Al Jay C.	Instructor I	BS Automotive Technology,	1/12/26		COS

			MSIT (on-going)			
15	Barrera, Anthony Y.	Instructor I	BS Civil Engineering, ME Civil Engineering in Construction Technology and Management (on-going)	1/12/26		COS
16	Boltron, Junevic	Instructor I	BS Industrial Technology, MS Industrial Technology (on-going)	1/12/26		COS
17	Casidsid, Jerald	Instructor I	BS Industrial Technology, MS Industrial Technology (on-going)	1/12/26		COS
18	Guadalupe, Charlien	Instructor I	BS Industrial Technology, MS Industrial Technology (on-going)	1/12/26		COS
19	Rañola, Mark Anthony V.	Instructor I	BSIT Automotive Technology, MS Industrial Technology (on-going)	1/12/26		COS

Table B.1.7. Faculty Profile of the DEBESMSCAT School of Graduate Studies and Research

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Alcantara, Edwin L.	Associate Professor IV	BSAED, MSA, PhD Animal Science (CAR)	11/14/22		Permanent
2	Alcantara, Jessica M.	Associate Professor V	BA English, MAT English, Doctor of Arts in Literature and Communication	11/12/19		Permanent
3	Balbuena, Sherwin E.	Associate Professor V	BSED-Math, MAED, EdDEL	5/23/24		Permanent

4	Bantillo, Nikki Faith A.	Associate Professor I	BSED Physics, MAED Physics Education, EdDEL,	5/23/24		Permanent
5	Barruga, Bernard M.	Associate Professor III	AB English, MAT English, EdD Educational Leadership	5/23/24		Permanent
6	Buayan, Morena C.	Associate Professor V	BSED Mathematics, MAT Math, EdD Educational Management	4/1/17		Permanent
7	Burac, Jr. Rodolfo B.	Associate Professor V	AB Political Science, MAED Educational Management, PhD Educational Management	4/1/17		Permanent
8	Cantoria, Amancio Jr. L.	Associate Professor V	AB Mathematics, MAT Mathematics, Ed.D.	11/1/14		Permanent
9	Celedonio, Milagros A.	Professor I	BS Biology, MA Teaching (Science), PhD Biology	11/14/22		Permanent
10	Delavin, Elreen A.	Professor IV	BEED Pre-School Education, MAED Administration & Supervision, EdDEL	5/23/24		Permanent
11	Estremera, Michael L.	Associate Professor IV	BSED THE, MAED English, PhD Educational Development	9/12/24		Permanent
12	Malto, Erwin H.	Professor VI	BSBA Management, MM Public Administration, Doctor of Public Administration	3/21/19		Permanent

13	Millesca, Arnel B.	SUC President III	BSED English, Bachelor of Laws, MAED Administration & Supervision, EdD Educational and Human Resource Management	5/13/23		Permanent
14	Pacheco, Ramir G.		BSED Math, MAED Math, PhD Mathematics Education			Permanent
15	Sevilla, Nedie Brizo	Associate Professor II	BSED Mathematics, MA Mathematics Education, EdD Mathematics Education	2/18/25		Permanent
16	Turco, Rocel A.	Associate Professor V	BSED Mathematics, MAT Mathematics, EdD Educational Management (on-going)	11/12/19		Permanent

Table B.1.8. Faculty Profile of the DEBESMSCAT Cawayan Campus

No.	Full Name	Academic Rank	Educational Qualifications	Date of Appointment	Length of Experience	Employment Status
1	Alimonsurin, Anthony V.	Assistant Professor I	BSED English, MAED English Language Education, PhD English Language and Literature (on-going)	5/23/24		Permanent
2	Almonicar, Cesar Jr. D.	Associate Professor I	BEED, MAED, EdDEL,	5/23/24		Permanent
3	Amarille, Carla L.	Instructor I	BSED English, MA English Education	8/12/24		Permanent

4	Castillo, Iris B.	Associate Professor IV	AB English, Master in English Education	11/12/19		Permanent
5	Gabrito, Ricky C.	Assistant Professor II	BSCS, Master in Educational Mgt, PhD (on-going)	11/14/22		Permanent
6	Ibañez, Roger Jr. Y	Assistant Professor III	BSA AgEd, MSA Animal Science, PhD Animal Science	5/23/24		Permanent
7	Manlangit, Lean L.	Instructor I	BSED MAPEH, MAED Major in Teaching Physical Education and Sports	5/16/25		Permanent
8	Pardeño, Noel Jr. B.	Instructor I	BSIT Electrical Technology, MS Industrial Technology	11/11/25		Permanent
9	Ubac, Harvey J.	Instructor I	BSIT Electrical Technology, MSIT (on-going)	5/20/24		Permanent
10	Velza, Jacob Fredderick P.	Assistant Professor I	BSA Agronomy, MSA Crop Science, PhD in Agronomy (on-going)	5/23/24		Permanent
11	Luzong, Alberto III	Instructor I	BSET, MS Industrial Technology	11/6/24		Temporary
12	Alcantara, Dian	Instructor I	BSED Social Studies, MAED Social Studied (on-going)	1/12/26		COS
13	Merciales, Vanessa Ivy	COS Instructor	BEED, MAED Elementary Education	1/12/26		COS
14	Fajardo, Maricar	Instructor I	BEED General Education, MAED Administration and Supervision (on-going)	1/12/26		COS

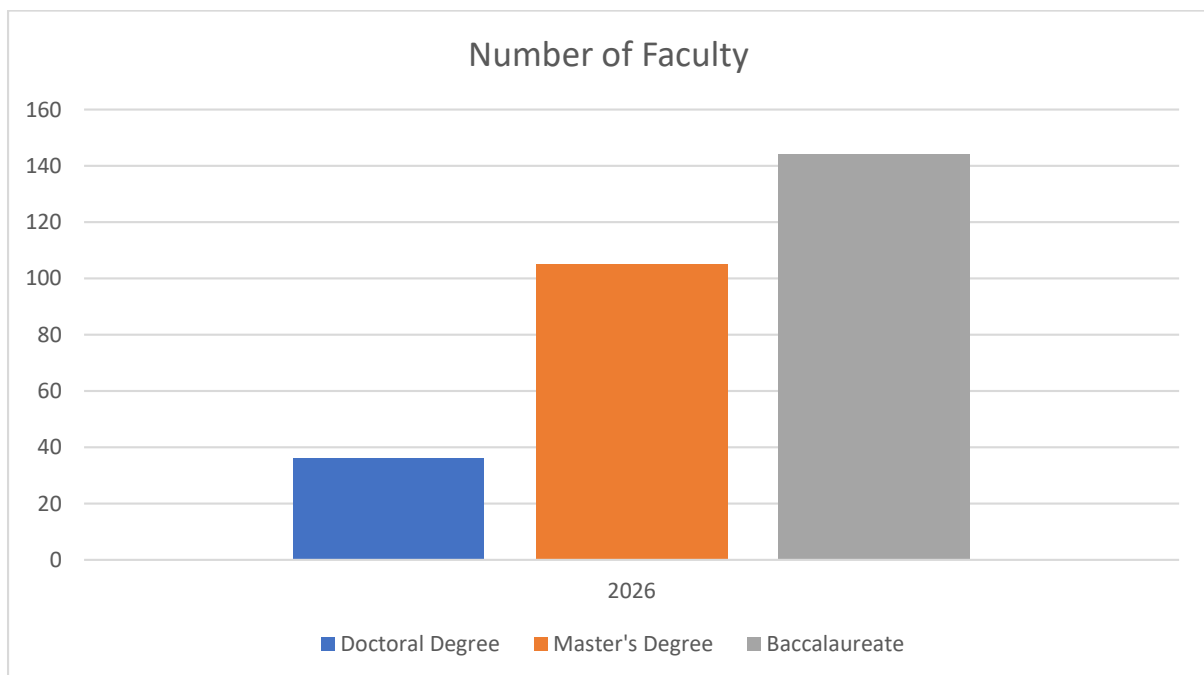
15	Marcaida, Christian Lloyd	Instructor	AB Philosophy, MAED Leadership and Management (on-going)	1/12/26		COS
16	Rabas, Richel B.	Instructor I	BSED Mathematics, MAED Mathematics Education, PhD Mathematics Education (on-going)	1/12/26		COS

FACULTY PROFILE

Table B.1.9. Distribution of the Faculty with Filled Positions According to Academic Rank (Fiscal Year 2026)

HIGHEST DEGREE EARNED	2026
Doctoral Degree	36
Master's Degree	105
Baccalaureate	144

Figure B.1.1. Histogram Indicating the Highest Degrees Earned by the Faculty

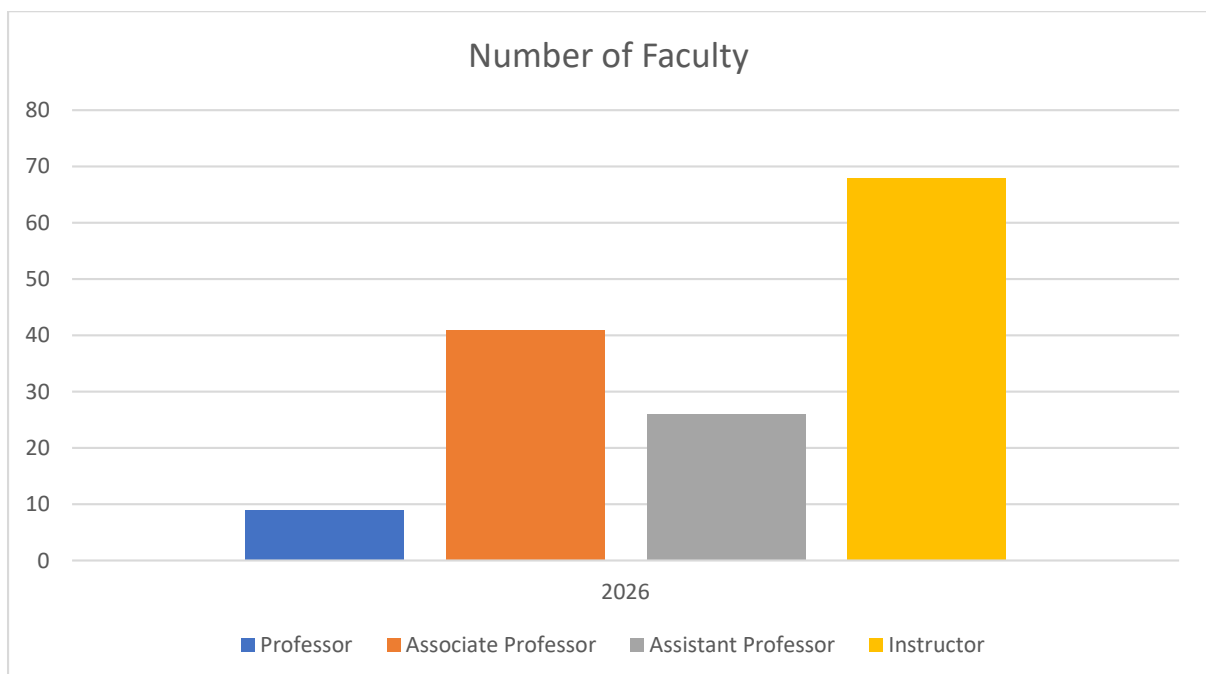


The histogram demonstrates the College's commitment to developing faculty qualifications, with a significant number pursuing graduate degrees. The institution has a higher number of master's and doctoral degree holders than typical SUCs, particularly in the College of Education, Agriculture, and Graduate Studies. The large number of baccalaureate holders is concentrated in colleges where professional licenses and technical skills are highly value

Table B.1.10. Distribution of the Faculty with Filled Positions According to Academic Rank (Fiscal Year 2026)

Rank of Faculty	2026
Professor	9
Associate Professor	41
Assistant Professor	26
Instructor	68
TOTAL	144

Figure B.1.2. Histogram Indicating the Academic Ranks of the Faculty



The above histogram reflects a healthy faculty career progression structure. The large number of instructors suggests the College is actively developing new faculty, while the significant number of associate and assistant professors indicates a stable core of experienced educators.

The small number of full professors is a challenge for SUCs nationwide, but the College has a solid pipeline for future promotions based on the number of associate professors.

B.3.2. Staff Support

Table B.3.2. Profile of the Support Staff of Dr. Emilio B. Espinosa Sr. Memorial State College of Agriculture and Technology

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
1	ABAWAG, SARAH J.	Administrative Officer V	Master of Education Major in Guidance and Counseling, UNC, 2017		Permanent
2	AGPALZA, BENJIE D.	Laborer (DWRS)	Bachelor of Science in Industrial Technology major in Electrical Technology		Contract of Service
3	AGPALZA, SHEILA MAY C.	Office Aide (OSAS Director)	Master of Science in Agriculture major in Animal Science, DEBESMSCAT, 2025	8	Contract of Service
4	AGPALZA, SONNY JR.	Administrative Aide VI	Master in Business Management	1	Permanent
5	ALMODAL, REMUEL JOHN L.	Office Aide (Registrar's Office)	Bachelor of Science in Computer Science	1	Contract of Service
6	ARCENAL, JOYCE M.	Office Aide (GS Staff)			Contract of Service
7	ARRIESGADO, DIORITO T.	Administrative Aide VI	Bachelor of Science in Agriculture Major in Animal Science	2	Permanent
8	ASILUM, MAFFI GIESON S.	Information Officer III	Master of Development Communication	5	Permanent
9	BAGACINA, JAYSON L.	Administrative Aide I	Bachelor of Science in Commerce/ Computer Secretarial Course	7	Permanent
10	BALACANON, MARIONIE T.	Administrative Aide I	Master of Science in Agronomy	16	Permanent
11	BARRUN, EDWIN B.	Sanitation and Maintenance Personnel			Contract of Service
12	BARRUN, ESTELLA M.	Sanitation and Maintenance Personnel			Contract of Service
13	BARRUN, OWEN B.	Administrative Aide III	Furniture and Cabinet Making	30	Permanent

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
14	BARTOLAT A, MARGIE V.	Administrative Aide II	Master in Home Economics	26	Permanent
15	BASILIO, JUDY ANN E.	Office Aide (Registrar's Office)	MAED Science Education	2	Contract of Service
16	BATINO, AMADO JR. C.	Security Guard II	Bachelor of Science in Marine Transportation	15	Permanent
17	BAYAGA, APOLLO A.	Administrative Assistant II	Master in Public Administration	2	Permanent
18	BENTOR, RUSSEL JAY Z.	Project Development Officer II	Bachelor of Science in Architecture	2	Permanent
19	BERTE, RAMON D.	Carpenter/Mason			Contract of Service
20	BICUA, ROBERT D.	Laboratory Technician (CENG)			Contract of Service
21	BOLON, ELY JR. D.	Administrative Officer III	BS Commerce Management	9	Permanent
22	BORGONIA, EDILYN S.	Administrative Aide I			Casual
23	BORRES, CRISTY A.	Administrative Assistant II	Master in Public Administration	2	Permanent
24	BRIONES, BENEDICT ADRIAN D.	Administrative Assistant V	BS Criminology	1	Permanent
25	BULANON, ALMA A.	Office Aide (CAS Staff)			Contract of Service
26	BURGOS, FRANCISCO C.	Office Aide (COA State Auditor)			Contract of Service
27	CABARLES, CARL JAMES T.	Information Officer II	BA in Journalism	1	Permanent
28	CABARLES, IRENE T.	Sanitation and Maintenance Personnel			Contract of Service
29	CABESAS, LETTY G.	Ground Maintenance Personnel			Contract of Service

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
30	CABRERA, ARMANDO III P.	Accountant III	BS Accountancy	15	Permanent
31	CABRERA, CHARISH GAY S.	Administrative Officer V	Master in Public Administration	15	Permanent
32	CABRERA, FATIMA P.	Nurse I	Master of Science in Nursing	15	Permanent
33	CABRERA, OFELIA B.	Administrative Aide I	BS Computer Science	6	Permanent
34	CABUG, RENALYN A.	Planning Officer I	MAED Administration and Supervision	1	Permanent
35	CAJURAO, VANESA B.	Administrative Aide VI	MSA Crop Science	1	Permanent
36	CANDADO, IVAN CHRISTIAN B.	Electrician			Contract of Service
37	CANILLO, KIMBERLY B.	Administrative Aide VI	MAED Mathematics	1	Permanent
38	CAPINIG, LIGAYA M.	Administrative Officer V	Master of Science in Agricultural Education/MAED Administration and Supervision		Permanent
39	CASIDSID, MARITES M.	Administrative Officer I (Cashier I)	Master of Public Administration	15	Permanent
40	CASTILLO, LOREN M.	Administrative Aide VI	Bachelor of Arts in Communication Arts		Permanent
41	CATAMURA, CATCHERRIE A.	Legal Assistant III	AB Political Science	2	Permanent
42	CATIWA, JOHN PHILIP P.	Administrative Officer V	BS Accountancy	1	Permanent
43	CELEDONIO, JR., SIMPLICIO A.	Office Aide (CENG Staff)			Contract of Service
44	CERVANTES, ROWENA R.	Administrative Officer V	BSA Agricultural Education	8	Permanent
45	CINCO, MARGIE B.	Office Aide (GS Staff)	Bachelor of Science in Computer Science	2	Contract of Service

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
46	CIOCO, ROSIE R.	Sanitation and Maintenance Personnel			Contract of Service
47	COJA, MARC JACO M.	Office Aide (VPREICW KM)	Bachelo of Science in Secondary Education major in Science	1	Contract of Service
48	CORNAL, EDILMO M.	Administrative Aide IV	Automotive Technology	35	Permanent
49	CORNAL, EDIMAR M.	Administrative Aide IV	BEED General Education	2	Permanent
50	CORPIN, RICHARD B.	Administrative Aide IV (Driver II)			Contractual
51	CORTES, JONA A.	Office Aide (COA State Auditor)			Contract of Service
52	CRISTOBAL, DIANA LYNN R.	Administrative Aide VI	MAED Administration and Supervision	2	Permanent
53	CRISTOBAL, JEANIE P.	Farm Worker I	Associate in Agriculture	15	Permanent
54	CUAZON, RAYMUND B.	Planning Officer II	BSBA Marketing Management	1	Permanent
55	DAVID, JEROME L.	Administrative Officer III	Master in Public Administration	3	Permanent
56	DE GUZMAN, KEINJAEL	Office Aide (Guidance Office)			Contract of Service
57	DE JESUS, MARK ANTHONY R.	Administrative Assistant II	BEED		Permanent
58	DELA CRUZ, ELISA J.	Administrative Aide VI	BSED Mathematics	1	Permanent
59	DELLOSA, JOSEPH B.	Painter			Contract of Service
60	DELOS REYES, ALLAN O.	Board Secretary V	MS Agricultural Education	30	Permanent
61	DELOS SANTOS, NEIL B.	Administrative Aide I			Casual

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
62	DETERA, MARY CRIS J.	Office Aide/Band Master (Cultural Affairs Office)			Contract of Service
63	DIAZ, DIAN R.	Administrative Aide IV	Automotive Technology	14	Permanent
64	DIMAYUGA, RALPH L.	Administrative Aide IV (Driver II)			Contractual
65	DIMAYUGA, VANESA C.	Office Aide (Registrar's Office)			Contract of Service
66	DIOQUINO, JEAN A.	Sanitation and Maintenance Personnel			Contract of Service
67	DIOQUINO, ROSALIE A.	Sanitation and Maintenance Personnel			Contract of Service
68	DISCAYA, ERWIN JR. B.	Administrative Aide IV (Driver II)			Contractual
69	ESCOREL, ANDREW A.	Administrative Officer V	Master of Arts in Education	37	Permanent
70	ESCOREL, LYISA A.	Administrative Assistant III	MAED Administration and Supervision	10	Permanent
71	ESCOREL, REY A.	Administrative Aide III	General Carpentry	28	Permanent
72	ESPINEDA, MARK C.	Maintenance and Sanitation Personnel			Contract of Service
73	ESPINOSA, GERONIMO M.	Administrative Aide III	MSA Animal Science, DEBESMSCAT, 38 units	12	Permanent
74	ESQUILONA, ELVIE V.	Ground Maintenance Personnel			Contract of Service
75	FERRIOL, ENY B.	Administrative Officer V	Master of Arts in Teaching Mathematics, Osmeña colleges, 36 Units	15	Permanent
76	FLORES, ELMAR C.	Administrative Aide IV	Master of Science in Agriculture major in Animal	7	Permanent

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
			Science, DEBESMSCAT, 2001		
77	FRANCISCO, CHRISTINE JOY B.	Project Development Officer III	MS Architecture, BU, 9 units	1	Permanent
78	GALLARDO, ANALYN G.	Sanitation and Maintenance Personnel			Contract of Service
79	GLORIANE, JELLAH MAE G.	Office Aide (CE Staff)	Master of Arts in Education major in English Language Education, CAR/ 36 units, DEBESMSCAT	3	Contract of Service
80	GOMEZ, JULIE A.	Office Aide (Library Services)	Bachelor of Science in Computer Science	3	Contract of Service
81	HAUILE, ANNA MAY D.	Administrative Assistant II	MSA Crop Science, DEBESMSCAT, CAR	1	Permanent
82	HAUILE, ARIAN ED S.	Administrative Aide IV (Driver II)			Contractual
83	HUNA, JOHN CYDREX L.	Office Aide (OVPAF)	Bachelor of Science in Computer Science	3	Contract of Service
84	IBAÑEZ, SHEINA G.	Office Aide (Alumni Affairs)	Bachelor of Science in Computer Science	3	Contract of Service
85	ILUSTRE, CRYSTEL ANGELOU C.	Board Secretary I	Master in Public Administration, DEBESMSCAT, 9units	5	Permanent
86	ISRAEL, EM LEVANT B.	Administrative Aide VI	BS Criminology, Partido State University, 2017	1	Permanent
87	LABASTIDA, JEREMY A.	Office Aide (TAEXS)	Bachelor of Science in Computer Science	8	Contract of Service
88	LABONITE, LIGAYA O.	Sanitation and Maintenance Personnel			Contract of Service
89	LACHICA, JONNEL M.	Office Aide (CAO)			Contract of Service
90	LAGARDE, MERFE JOY C.	Administrative Assistant III	Bachelor of Secondary Education major in English, DEBESMSCAT, 2019	2	Permanent

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
91	LANADA, MARJORIE A.	Office Aide (SOLT)		1	Contract of Service
92	LANUZO, JOSE LEANDRO III M.	College Librarian I	Master of Library and Information Science, University of Perpetual Help System Laguna, March 2024	5	Permanent
93	LANUZO, RACHEL S.	Administrative Officer II	Master in Public Administration - 9 units	7	Permanent
94	LARGADO, JEANIE-ANN S.	Office Aide (CA Staff)	Master of Arts in Education major in Administration and Supervision, DEBESMSCAT, 30 units	3	Contract of Service
95	LAUREÑO, CECIL M.	Sanitation and Maintenance Personnel			Contract of Service
96	LAURIO, NENETTE M.	Planning Officer III	Doctor of Public Administration, PUP, 18units/Master in Public Administration, DEBESMSCAT, 2023	3	Permanent
97	LAWAGON, MORWIN L.	Administrative Officer II	Master in Public Administration	8	Permanent
98	LEGARDA, WIL ANN F.	Administrative Officer II	BSA Agricultural Education	1	Permanent
99	LIM, MARY IMMACULATE C.	College Librarian III	Master of Library and Information Science, University of Perpetual Help System Laguna, 2020	6	Permanent
100	LLAGUNA, JACKIELYN P.	Administrative Aide I			Casual
101	LLAGUNA, JONY D.	Office Aide (Library Services)			Contract of Service
102	LORAÑA, ANABEL F.	Medical Officer IV	Doctor of Medicine, Cebu Doctor's College of Medicine	26	Permanent
103	MABATO, MATHY KATE O.	Administrative Aide VI	BSED Biological Science	2	Permanent
104	MACADAT, ROSALETH D.	Administrative Officer II	Master in Business Administration, Complete Academic Requirements (CAR)	10 months	Permanent
105	MAGNIFICIO, MELBA C.	Registrar I	PhD Crop Science, DEBESMSCAT, 18 units/Master of Science in	5	Permanent

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
			Agricultural Extension, CSSAC, 1999/Master in Public Administration, DEBESMSCAT, 2024		
106	MAPILI, ALBERT M.	Security Guard I	Bachelor of Science in Industrial Technology Major in Automotive Technology	9	Permanent
107	MARCOS, MA. THERESA D.	Office Aide (Registrar's Office)			Contract of Service
108	MARCOS, MARIBEL D.	Office Aide (International Affairs Office)			Contract of Service
109	MARCOS, RAFFY D.	Administrative Aide I	Bachelor of Elementary Education	11	Permanent
110	MASAMOC, JOHN MARK M.	Attorney IV	Bachelor of Laws, UST-Legazpi, 2019	2	Permanent
111	MASONGS ONG, SHANE DALE S.	Office Aide/Band Master (Sports and Athletic Services)			Contract of Service
112	MATRIZ, ROLLY C.	Office Aide (PBAO)			Contract of Service
113	MENDIOLA, MARK ROFRAN B.	Internal Auditor I	Master in Public Administration, DEBESMSCAT, 21 units	2	Permanent
114	MERCADO, JANE H.	Administrative Assistant III	Master in Education Administration and Supervision, DEBESMSCAT, 30 units (ongoing)	3	Permanent
115	MERIOLES, CRISMER C.	Administrative Officer I	Master in Public Administration, DEBESMSCAT, 33units	2	Permanent
116	MERIOLES, JOSUE R.	Farm Worker (Eco-park)			Contract of Service
117	MESA, ADONABETH C.	Office Aide (Guidance Office)			Contract of Service
118	MESA, ERICSON S.	Administrative Assistant II	Master in Public Administration, DEBESMSCAT, 18units	12	Permanent

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
119	MESA, PAOLO R.	Visiting Dentist			Contract of Service
120	MESA, SHARMAIN E D.	Registrar I	Master in Public Administration, DEBESMSCAT, 12units, 2023	1	Permanent
121	MIGUEL, BEA B.	Administrative Assistant I	MAED Science Education, DEBESMSCAT, 36units, 2025	2	Permanent
122	MILLESKA, ARNEL B.	SUC President III	Doctor of Education, Partido College, 2003/MAED, Partido College, 1998	3	Permanent
123	MINGOY, RAFAELA MAE A.	Administrative Officer III (Cashier II)	Bachelor of Science in Entrepreneurship, Bicol University, 2011	2	Permanent
124	MONTERO YO, MARY JOY A.	Administrative Aide VI	BEED Preschool Education	1	Permanent
125	MONTILLA, MARK JOHN R.	Internal Auditor II	BS Accountancy	2	Permanent
126	MONTON, ARIEL R.	Administrative Officer I	MAED English Language Education, DEBESMSCAT, 12units, 2022		Permanent
127	MORTEL, RONALD A.	Administrative Aide IV	Associate in Computer Science, DEBESMSCAT, 2003/Bachelor of Science in Technology major in Automotive Technology, DEBESMSCAT, 2008	8	Permanent
128	NUÑEZ, BELLA C.	Sanitation and Maintenance Personnel			Contract of Service
129	OGAYA, RONALD D.	Farm Worker			Contract of Service
130	OGAYA, RUSIEL R.	Nurse I (Medical Services)			Contract of Service
131	OLAERA, LYRA A.	Administrative Aide I			Casual
132	OLIVA, ERWIN S.	Chief Administrative Officer	AB Philosophy, Holy Rosary Minor Seminary, 2006/Bachelor of Laws, Manuel L. Quezon University, 2010	9	Permanent

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
133	OLIVA, GENALYN C.	Administrative Aide VI	MAED Administration and Supervision, DEBESMSCAT, 36units, 2024	1	Permanent
134	OLIVA, GINO T.	Administrative Aide I			Casual
135	OLIVA, ROSEMARIE V.	Sanitation and Maintenance Personnel			Contract of Service
136	OREJOLA, ROY C.	Building Maintenance Personnel			Contract of Service
137	ORSOLINO, MARILYN S.	Veterinarian III	Master of Science in Animal Husbandry, De La Salle Araneta University 24 units	25	Permanent
138	PADASAS, MARCIANO E.	Administrative Officer IV	BS Agricultural Engineering		Permanent
139	PAGOROGON, CZARELLE C.	Legal Assistant II	BS Social Work	2	Permanent
140	PANESALE S, MELISSA O.	Farm Worker II	BSA Animal Science	2	Permanent
141	PANONCIO, MARVIN C.	Office Aide (GAD Services)			Contract of Service
142	PARDEÑO, RULLYN O.	Helper (DWRS)			Contract of Service
143	PIALAGO, APPLE GRACE P.	Administrative Aide VI	BSED Mathematics	2	Permanent
144	PINEDA, DENNIS Z.	Utility Worker			Contract of Service
145	PUSING, ANTONETTE M.	Administrative Aide VI	BS Accounting Information System	2	Permanent
146	QUIÑONES, ROUMMEL B.	Administrative Aide I	Bachelor of Science in Industrial Technology	6	Permanent
147	QUIÑONES, RUBEN JR. B.	Administrative Aide IV (Driver II)			Contractual
148	RABINO, FERNANDO C.	Farm Worker			Job Order

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
149	RABINO, ROMEL C.	Farm Worker			Job Order
150	RAMIREZ, JELYN D.	Administrative Officer III	MAED Educational Management, Pamantasan ng Lungsod ng Muntinlupa, 6units, 2018 MPA, Osmeña Colleges, 21units, 2025	1	Permanent
151	RAPSING, NOEL S.	Administrative Assistant III	Master in Public Administration, DEBESMSCAT, CAR	8	Permanent
152	RAPSING, RENE M.	Office Aide (Student Housing and Residential Services Office)			Contract of Service
153	RASE, SHIELA MAE A.	Office Aide			Contract of Service
154	REAMON, JOHN GERARD E.	Office Aide (R&D Services)			Contract of Service
155	REFIL, JEROL T.	Office Aide (Scholarship Office)			Contract of Service
156	REGALA, JR., CELLITO R.	Ground Maintenance Personnel			Contract of Service
157	REGAÑA, ROMMEL E.	Farm Worker/Plumber/Mason			Contract of Service
158	RELOX, JOHN PATRICK P.	Office Aide (Library Services)			Contract of Service
159	ROMANO, ANA V.	Farm Worker			Job Order
160	ROMANO, DANIEL T.	Farm Worker			Job Order
161	ROMANO, MARK V.	Maintenance and Sanitation Personnel			Contract of Service
162	ROMERO, DAVID C.	Administrative Aide I			Casual
163	ROSAS, JOMARIE D.	Office Aide (CIT)	Masters: Master in Public Administration - (CAR/36 units) Master of Science in	9	Contract of Service

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
			Information Technology - 9 units		
164	ROYO, FLORA C.	Supervising Administrative Officer	PhDed Educational Management/MAED Administration and Supervision, St. Paul University Philippines, 1993	13	Permanent
165	ROYO, RONNIE A.	Farm Worker I	BSA Animal Science	7	Permanent
166	SALES, RICHARD J.	Security Guard I	General Radio Communication Operator	26	Permanent
167	SAYSON, SHEENA JOYCE V.	Nurse IV	Master of Arts in Nursing, Philippine Christian University, 36units (ongoing)	4	Permanent
168	SEPARA, JOSHUA G.	Administrative Aide VI	Bachelor of Elementary Education	2	Permanent
169	SESE, RICKY V.	Water Facility Maintenance			Contract of Service
170	SOPSOP, GERARD MARCIAL M.	Information Systems Analyst II	BS Electronics Engineering	1	Permanent
171	SUBITO, EDEMER S.	Accountant II	BS Accountancy	1	Permanent
172	TACUYAN, CHERRY M.	Administrative Officer V	Master in Public Administration, DEBESMSCAT, July 2023	20	Permanent
173	TEPAIT, ARELYN ANN M.	Administrative Aide VI	BEED	2	Permanent
174	TORREFIEL, REX JR. G.	Administrative Officer IV	Bachelor of Science in Mathematics	1	Permanent
175	VALLER, SHERWIN	Administrative Aide I	Associate Automotive Technology	8	Permanent
176	VARGAS, HAZEL P.	Administrative Aide VI	Master in Criminal Justice Education, Bicol College, 9units	1	Permanent
177	VARGAS, TITA M.	Sanitation and Maintenance Personnel			Contract of Service
178	VELASCO, ANTONIO S.	Farm Worker I	Associate in Agriculture/Merchant Marine Course	35	Permanent

No.	Name	Position	Highest Educational Attainment	No. of Years in Government Service	Employment Status
179	VIAGEDOR, ARTURO T.	Administrative Aide I	High School Graduate	7	Permanent
180	VIBAS, PAUL BERNARD R.	Administrative Aide VI	BEED Preschool Education	2	Permanent
181	VICTOR, ROSE-ANN O.	Administrative Assistant II	Bachelor in Secondary Education Major in English	3	Permanent
182	VILLAMOR, NESTOR JOHN C.	Information Technology Officer I	MS Information and Technology, Polytechnic University of the Philippines, 18units, 2023	3	Permanent
183	VILLANUEVA, AR-ANN J.	Project Development Officer I	BS Electronics and Communication Engineering	2	Permanent
184	ZARAGOZA, AIMELYN B.	Administrative Officer IV	Master in Public Administration, DEBESMSCAT, July 2023	6	Permanent
185	ZARAGOZA, JOVEN S.	Office Aide (Registrar)			Contract of Service

B.4 Cite three indications of competent and qualified faculty

The faculty recruitment at DEBESMSCAT demonstrates a strategic and systematic approach to ensuring that faculty members' qualifications are perfectly matched with the institution's program offerings.

1. Vertically Aligned Recruited Members Aligned with Program Offerings

The recruitment process is guided by the DEBESMSCAT Merit Selection Plan and CSC-prescribed Qualification Standards, ensuring that program-specific hiring is implemented across all colleges. For instance, the College of Engineering recruit's faculty with degrees in Mechanical, Electrical, Civil, Chemical, and Agricultural Engineering, while the College of Agriculture recruit's faculty specializing in Crop Science, Animal Science, Forestry, and Agribusiness. The recruitment policy further mandates that "all qualified next-in-rank employees shall be automatically considered for promotion", ensuring vertical alignment and career progression within the institution. Moreover, the College exercises its prerogative to establish standards that may exceed the minimum qualifications prescribed by the CSC, provided such higher standards receive approval from the Board of Trustees (BOT) and are furnished to the CSC for information. This simply demonstrate clear vertical alignment where faculty academic ranks (Instructor to Professor) correspond with their educational qualifications (Bachelor's to Doctorate), ensuring a well-structured academic hierarchy that supports quality instruction and institutional stability.

2. Qualified Faculty Underwent Assessment Like Written and Oral Examination

All faculty applicants undergo a rigorous and multi-stage assessment process to ensure that only the most qualified individuals are appointed to a specific position. This assessment process is governed by HRMPSB, which mandate a competency-based written examination administered by the HR Unit. For teaching positions specifically, faculty applicants undergo a Class Demonstration evaluated by members of the HRMPSB using standardized observation forms, as shown in the Summary of Class Demonstration form where candidates like Aaron O. Bajar for COS Instructor (Mechanical Engineering) were evaluated by multiple observers (E. Delavin, L. Capinig, U. Ferreras, A. Malag) and received an average rating of 8.43. The Behavioral Event Interview (BEI) is conducted for shortlisted applicants using a developed BEI guide, followed by a consensus rating for each applicant. The HR Unit also conducts a Background Investigation (BI) on the top five candidates to gather information from supervisors, subordinates, peers, and school officials. The HR team conducts short briefing to the applicant, presentation of the Criteria for Selection, and administration of a 45-minute written examination. Additionally, the first choice candidate undergoes a medical assessment prior to appointment issuance, using CS Form No. 211, Revised 2017, ensuring fitness for duty.

3. All Met the Minimum Required Qualifications/Standards and Latin Honors Were Given Points

DEBESMSCAT strictly enforces the minimum qualification standards prescribed by the Civil Service Commission and institutional policies, ensuring all faculty members meet or exceed these standards through a systematic verification process. Latin honors are credited with specific points: Summa Cum Laude receives 2.5 points, Magna Cum Laude receives 1.5 points, and Cum Laude receives 1.0 point, with certifications or Certificates of Eligibility (PD 907) required to verify the honors received.

B.5 Cite at least five strategies that are reflective of the competence of your faculty

1. Technical Experts in the Field of Specialization

The faculty members of DEBESMSCAT are recognized technical experts in their respective fields, as evidenced by their advanced educational qualifications, professional licenses, and specialized training. Many faculty hold Doctorate and Master's degrees in their specific disciplines, with professional licenses such as Civil Engineer, Electrical Engineer, Mechanical Engineer, Certified Public Accountant, and Registered Nurse.

2. Assignment of Faculty Expertise

DEBESMSCAT ensures that faculty members are assigned to courses and subjects that match their field of specialization, maximizing the quality of instruction and learning outcomes. The courses handled demonstrate that faculty are assigned to teach subjects directly related to their academic backgrounds, such as Animal Science faculty handling animal science courses, Engineering faculty handling engineering courses, and English faculty handling language and literature courses. This strategic assignment of faculty expertise ensures that students receive instruction from educators who possess deep content knowledge and practical experience in their respective disciplines, thereby enhancing the quality of education.

3. Extension Services Through Community Engagement

DEBESMSCAT faculty actively extend their services to the community through various extension activities, demonstrating their competence beyond the classroom and contributing to sustainable community development. Faculty engage in extension programs such as agricultural technology transfer, livelihood training, capability building seminars, and community outreach projects that utilize their expertise to address community needs. These extension activities reflect the faculty's commitment to sharing their knowledge and skills with

the broader community, fulfilling the institution's mandate of extension services and demonstrating their practical competence in applying their expertise to real-world situations.

4. Continuous Professional Development Through Seminars and Workshops

The College actively sends faculty to attend seminars, workshops, and training programs related to their field of specialization to ensure continuous professional growth and updated knowledge. These professional development activities are reflected in the NBC 461 promotion criteria, which require specific training hours for each academic rank: Professor I requires 24 hours of relevant training, while Professor II to VI requires 32 hours of relevant training. Faculty participation in seminars, workshops, and conferences ensures that they remain current with the latest developments in their disciplines, pedagogical innovations, and emerging trends in education.

5. Integration of ICT and OBE Syllabus Implementation

Faculty members are required to submit Outcome-Based Education (OBE) syllabi and course outlines that reflect innovative teaching approaches and the integration of Information and Communication Technology (ICT). The OBE syllabi ensure that instruction is outcomes-focused, learner-centered, and aligned with program learning outcomes, while the integration of ICT in teaching approaches enhances student engagement and learning effectiveness. The submission of these course materials is reflected in the approved Learning Continuing Plan, demonstrating the faculty's commitment to quality instruction, innovative pedagogy, and continuous improvement in teaching and learning processes.

C. Faculty and Staff Development

C.1 Faculty Development Program

The Institution's **Master Plan for Faculty Development** is anchored on its Ten (10) Year Personnel Development Plan, covering the period from **2021–2031**. The plan provides a systematic framework for upgrading the qualifications, competencies, and professional expertise of faculty members in accordance with the needs of the Institution's curricular programs. It identifies the faculty members' existing qualifications, graduate and doctoral programs being pursued or targeted, intended higher education institutions, study timelines, and specific professional development needs.

The faculty development priorities are aligned with the Institution's target curricular programs and are directed toward increasing the number of faculty members with relevant master's and doctoral qualifications, as well as strengthening specialization-specific competencies through advanced studies, trainings, seminars, post-graduate, and post-doctoral activities.

The plan demonstrates that faculty upgrading is **program-specific**. The plan promotes vertically aligned graduate study programs for each faculty. For instance, faculty members in English are targeted for doctoral studies in English Language and Literature and Language Education; Mathematics faculty are targeted for Ph.D. Mathematics; Science faculty for Ph.D. Science/Biology; Agriculture faculty for doctoral studies in Animal Science, Crop Science, Agronomy, Agricultural Engineering, and related fields; while Engineering and Industrial Technology faculty are targeted for advanced studies in their respective technical disciplines.

Furthermore, the institution formulate a scholarship policy for the personnel who are pursuing their graduate studies intended to enroll to different universities. This is to give opportunities to the personnel to adapt different best practices from different universities.

Thus, the Master Plan for Faculty Development serves as the Institution's long-term mechanism for ensuring that faculty qualifications and competencies remain **relevant, adequate, specialized, and vertically aligned**. It prioritizes advanced degree completion, doctoral enrollment, specialization enhancement, and continuous professional development to sustain quality teaching, research, extension, and other academic functions.

TEN (10) YEAR PERSONNEL DEVELOPMENT PLAN

	NAME OF FACULTY	Baccalaureate Degree	Master's Degree	Doctorate Degree being Pursued/to be Pursued/ Graduated	Study Timeframe										DHEI (TARGET)	Remarks
					2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031		
2	DOLLISON, MOHAMMAD D.	BSA Crop Science	MS Plant Protection	Ph.D. Agronomy											UPLB	On-going (Ph.D. Animal Science) SIKAP (CHED) Scholar
Master of Arts in Education Major in Science/Ph.D. Science Education Program																
1	ZARAGOZA, MA. CHRISTINA ROCHELLE D.	BSE - Biology	MA - Biology	Ph.D. Biology											CLSU	Graduating December 2025 (Ph.D. in Biology)
2	CELEDONIO, MILAGROS A.	BS-Biology	MAT Science	Ph.D. Biology												Industry Immersion/ Advanced natural science courses and training/Post graduate
3	CASTILLO, EMEROS R.	BS General Course	MAT Science	PhD Science Education (General Science)												Industry Immersion/ Advanced natural science courses and training/Post graduate
Master of Arts in Education Major in English /Ph.D. English Language and Literature																
1	ALCANTARA, JESSICA M.	BA English	MAT English	Doctor of Arts in Literature and Communication												Needs to attend trainings/seminars relevant to the field of specialization/Post Graduate
2	ALIMONSURIN, ANTHONY V. (Cawayan Campus)	BSED English	MAED English Language Education	PhD English Language and Literature											LCUP	On-going (PhD English Language and Literature)
3	BARRUGA, BERNARD M.	AB English	MAT English	Ed.DEL Ph.D. Language & Literacy Dev't											ADNU	On-going (Ph.D. Language & Literacy Dev't)
4	CARMEN, ARLENE B.	AB Mass Com Journalism	MAT English	Ed. DEL Ph.D. in English												Needs to attend trainings/seminars relevant to the field of specialization/Post graduate

	NAME OF FACULTY	Baccalaureate Degree	Master's Degree	Doctorate Degree being Pursued/to be Pursued/ Graduated	Study Timeframe										DHEI (TARGET)	Remarks
					2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031		
5	PARDEÑO, ELLA B. (Cawayan Campus)	BSED - English	MAED English	Ph.D. English Language Teaching												Needs to attend trainings/seminars relevant to the field of specialization/Post-Doctoral
Master in Public Administration																
1	MALTO, ERWIN H.	BSBA	Master in Management and Public Admin	Ph.D. Public Admin												Needs to attend trainings/seminars relevant to the field of specialization/Post-Doctoral
2	RAMISO, ROWELYN M.	BS Computer Science	Master in Info. Tech./ MPA	Doctor in Public Admin											BU	Graduating December 2024 (Doctor in Public Admin)
3	LAURIO, NENETTE M.	BSAEn	MPA	PhD Public Administration											PUP	On-going (PhD Public Administration)
Master of Arts in Education Major in Admin & Supervision																
1	PADASAS, RAIZA M.	BEED- English	MAED - Admin & Supervision	Ed.DEL												Needs to attend trainings/seminars relevant to the field of specialization /Post-Doctoral
Master of Arts in Education Major in Mathematics																
1	BUAYAN, MORENA C.	BSED	MAT-MATH	Ed.D.												Needs to attend trainings/seminars relevant to the field of specialization /Post-Doctoral
2	TURCO, ROCEL A.	BSE - Mathematics	MAT - Math	Ph.D. Mathematics											PNU/BU	To enroll in Ph.D. Mathematics

	NAME OF FACULTY	Baccalaureate Degree	Master's Degree	Doctorate Degree being Pursued/to be Pursued/ Graduated	Study Timeframe										DHEI (TARGET)	Remarks
					2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027	2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031		
1	LOYALA, JUDITH M.	BS Industrial Education Food Trades	MA in Education	Ed. D - Industrial Education												Needs to attend trainings/seminars relevant to the field of specialization/Post Graduate
Bachelor of Science in Industrial Technology Major in Civil Technology																
1	VALDEZ, PAOLO P.	BS Civil Engineering	ME Civil Engineering (on-going)	Ph.D. Civil Engineering												To enroll in Ph.D. Civil Engineering
CAWAYAN CAMPUS																
Bachelor of Secondary Education																
1	ALIMONSURIN, ANTHONY V.	BSED English	MAED English Language Education	PhD English Language and Literature											LCUP	On-going (PhD English Language and Literature)
2	PARDEÑO, ELLA B.	BSED - English	MAED English	Ph.D. English Language and Literature												Needs to attend trainings/seminars relevant to the field of specialization/Post-Doctoral
3	CASTILLO, IRIS B.	BSED - English	Master in English Education	PhD English Language and Literature												Opted not to continue her Ph.D. program

C.2 Staff Development Program

The Institution's **Master Plan for Staff Development** Program is anchored on its Ten (10) Year Personnel Development Plan and provides a framework for the continuing upgrading of its non-teaching personnel. The plan recognizes that the quality of institutional operations and support services depends not only on qualified faculty members but also on competent administrative and technical personnel who possess appropriate academic qualifications and professional competencies.

The Personnel Development Plan specifically identifies the **Non-teaching Personnel** and their corresponding educational upgrading activities. The identified personnel are pursuing or have completed graduate-level programs, particularly the **Master in Public Administration (MPA)** and **Master of Library and Information Science (MLIS)**, with the identified target DHEI and status of their studies indicated in the plan.

Target Staff Development Areas

The plan identifies several non-teaching personnel who are pursuing or have completed graduate studies. Among them are personnel pursuing **MPA at DEBESMSCAT** and **Master of Library and Information Science**.

The staff development program therefore prioritizes **graduate education, professional specialization, and continuing competency development** based on the nature of the personnel's functions.

Through this Master Plan, the Institution seeks to ensure that its administrative and support personnel continuously develop the knowledge, skills, and professional competencies necessary to provide **efficient, responsive, and quality support services** to students, faculty, researchers, and other institutional stakeholders.

Non-teaching Personnel																
1	DELLOSA, REGIE R.	BEED	MPA												DEBESMSCAT	On-going
2	RAPSING, NOEL	BS Computer Science	MPA												DEBESMSCAT	On-going
3	MAGNIFICO, MELBA C.	BSAgro	MPA												DEBESMSCAT	Graduated May 2024
4	MESA, ERICSON S.	BS Computer Science	MPA												DEBESMSCAT	On-going
5	CAPINIG, LIGAYA M.	BS Ag. ED	MAED Admin & Supervision												DEBESMSCAT	On-going
6	LANUZO, JOSE LEANDRO M., III.	Bachelor of Library & Information Science	Master of Library & Information Science												University of Perpetual Help	On-going
7	CASIDSID, MARITES M.	BS Com Sci	MPA												DEBESMSCAT	Graduated May 2024

C.3 The Process of Preparing Faculty and Staff Development Programs

The Institutional Faculty and Staff development Programs was carefully prepared by first, understanding the standing of each employees in terms of their professional growth, and identifying the needs of each employees for their professional growth and alignment. It includes the specification of their required curricular program aligned to their course.

For faculty members, development may include pursuing a master's or doctoral degree, continuing an ongoing graduate program, enrolling in a higher degree, or attending trainings and seminars related to their specialization. For example, several faculty members are identified as needing trainings and seminars relevant to their field or as planning to pursue postgraduate or doctoral studies.

The program also considers the specific needs of each college or academic program. This can be seen in the way faculty are grouped according to their disciplines, and the graduate study programs they are pursuing or going to pursue that is solely aligned to their degree or field of specialization. Within the College of Education, for instance, development plans are aligned with areas such as Physical Education, Home Economics, Elementary Education, Early Childhood Education, English, Filipino, Social Studies, Science, and Mathematics.

In general, the institutional faculty and staff development program is prepared through a needs-based and career-oriented approach and considered as a long-term mechanism for continuing qualification improvement, strengthen expertise, and continuous professional growth. In this way, personnel development becomes a continuous process that benefits not only the employees but also the quality of instruction, administration, and services provided by the institution.

C.4 Monitoring the Faculty and Staff Development Program

The institution's mechanism for monitoring and keeping track of faculty and staff grantees' performance and progress can be described as a continuous monitoring system based on their educational status, target timelines, and documented progress toward their professional development goals.

The institution keeps track of each personnel's current degree, degree being pursued, target degree, study time frame, and remarks/status. This allows the institution to determine whether a faculty or staff member is already enrolled, ongoing with the program, graduating, planning to enroll, or has decided not to continue.

The remarks/status column serves as an important monitoring mechanism. It records specific progress such as "On-going," "Graduating," "To enroll," and situations where personnel have opted not to continue their program. For example, some faculty members are identified as currently enrolled in doctoral programs, while others are scheduled or intending to enroll in the future.

The institution also monitors whether personnel are addressing their identified professional development needs. For those who have not yet proceeded to a higher degree, the plan identifies the need to attend trainings, seminars, post-graduate activities, or other development activities relevant to their field of specialization.

In addition, for non-teaching personnel, the same approach is evident. Their graduate studies and status are documented, including whether they are ongoing or have already graduated.

Overall, the institution does not simply send faculty and staff for further studies and leave them on their own. It keeps a record of where each grantee is in their professional journey and regularly identifies what they have already accomplished and what they still need to complete. Their degree programs, target schools, study periods, and current status are documented so that the institution can see whether they are progressing according to plan. Through this mechanism, the institution can recognize accomplishments, identify delays or changes in plans, and determine additional support or development activities that personnel may need. The goal is to make sure that investments in faculty and staff development translate into actual professional growth and, ultimately, contribute to better teaching, administration, and institutional performance.

C.5 Cite at least three visible effects of a sound Faculty and Staff Development Program.

1. Increased pursuit of advanced academic qualifications. A significant number of faculty members are pursuing or targeted for enrollment in doctoral and masteral degrees aligned with their respective curricular programs.

The Institution further expands opportunities for advanced academic qualifications through scholarship and development programs such as **SIKAP, HUSAY, and WARTHON**, which provide additional avenues for qualified personnel to pursue further studies and professional development.

2. Improved alignment between faculty specialization and curricular programs

The development plan demonstrates deliberate matching of faculty upgrading with the needs of specific academic programs. For example, English faculty are targeted for advanced studies in English Language and Literature, Mathematics faculty for Ph.D. Mathematics, Agriculture faculty for specialized agricultural disciplines, and Engineering faculty for their respective engineering fields.

3. Strengthened professional and institutional support services

Faculty and staff development extends beyond degree completion to include **specialized trainings, seminars, post-graduate, and post-doctoral development**. For non-teaching personnel, graduate studies such as MPA and MLIS contribute to strengthening administrative and specialized support functions.

The Institution further strengthens this development pathway by providing or facilitating access to **scholarship and professional development opportunities such as SIKAP, HUSAY, and WARTHON**, thereby expanding opportunities for personnel to enhance their qualifications, competencies, and professional capabilities.

C.6 Describe at least three unique strategies that you've adopted for the development of your faculty and staff.

1. Program-Specific Faculty Upgrading

Rather than applying one development program to all faculty, the Institution matches faculty upgrading with the **specific requirements of the curricular program**. Faculty are directed toward doctoral and advanced studies corresponding to their discipline—for example, English Language and Literature, Mathematics, Science, Animal Science, Crop Science, Agricultural Engineering, Civil Engineering, and Information Technology. **The** faculty development is directly connected to **curricular needs and areas of specialization**.

2. Long-Term Individualized Development Tracking

The Institution uses a **ten-year personnel development horizon** rather than relying solely on annual training plans. Individual personnel are identified according to their present qualification, degree being pursued or targeted, DHEI, timeframe, and development status.

3. Multi-Pathway and Scholarship Professional Development

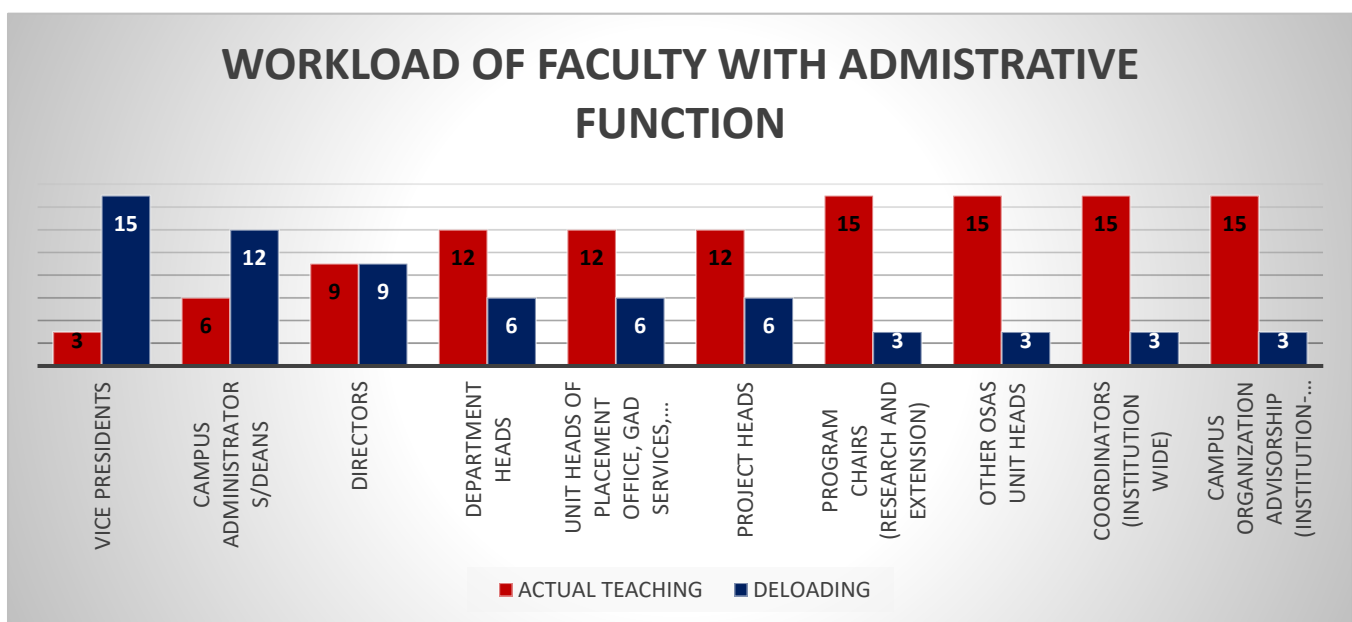
The Institution does not limit development to obtaining another academic degree. The plan provides

multiple development pathways, including **doctoral enrollment, completion of ongoing graduate studies, specialized trainings and seminars, post-graduate studies, and post-doctoral development.**

In addition, the Institution provides or facilitates access to scholarship-supported development opportunities such as SIKAP, HUSAY, and WARTHON, giving qualified faculty and staff additional avenues to pursue advanced studies and enhance their professional competencies.

D. Faculty Work Load and Performance

D.1 Faculty Work Load



The institution implements a structured faculty workload system that balances **teaching responsibilities and administrative functions**. Appropriate workload and deloading are provided to ensure that faculty members can effectively fulfill both their academic and institutional responsibilities.

D.1.1 Teaching

Teaching constitutes the major component of the documented faculty workload. The Faculty Workload Forms indicate the subjects assigned to each faculty member together with the corresponding **units, class size, contact hours, number of preparations, and total FTE**. These records demonstrate that faculty members across the different academic units are assigned instructional responsibilities according to their respective courses, programs, and teaching assignments.

The workload forms also provide the faculty members' **class schedules and consultation hours**, allowing the Institution to document the time allocated to instructional and student-related activities.

The FTE Teaching Load system provides the institutional basis for determining the appropriate teaching load and corresponding workload assignments.

The individual workload records consequently provide the basis for illustrating the **amount and proportion of faculty time devoted to instructional functions**.

D.1.2 Consultancy

Illustrate in a graph:

The Institution recognizes **consultation as part of the faculty's teaching-related workload**. Under the Revised Full-Time Equivalent (FTE) Teaching Load policy, teaching-related activities include **student consultation**, together with lesson preparation, development of teaching aids, enrichment of course content, evaluation of students' performance, checking of test papers, and other related activities. These teaching-related activities are allocated **ten (10) hours per week** within the faculty's forty-hour work week.

The Faculty Workload Forms likewise provide for the faculty members' **consultation hours/schedules**, allowing consultation with students to be incorporated into the documented workload and timetable. Thus, consultation is treated as an integral part of the faculty member's teaching-related responsibilities rather than as an activity separate from the regular workload.

D.1.2.1 portion of the faculty work load for consultancy services

The Institution allocates a portion of the faculty member's working time for **student consultation as a teaching-related activity**. Under the FTE policy, teaching-related activities are allotted **ten (10) hours per week**, within which student consultation is included.

For part-time faculty members, the policy specifically requires at least **one (1) hour of consultation time with students on campus**, in addition to the actual teaching assignment.

D.1.2.2 time (in terms of load units) the faculty devoted for consultancy services.

The FTE policy provides **ten (10) hours per week for teaching-related activities**, which includes student consultation. The actual consultation schedule of faculty members is further reflected in their individual Faculty Workload Forms.

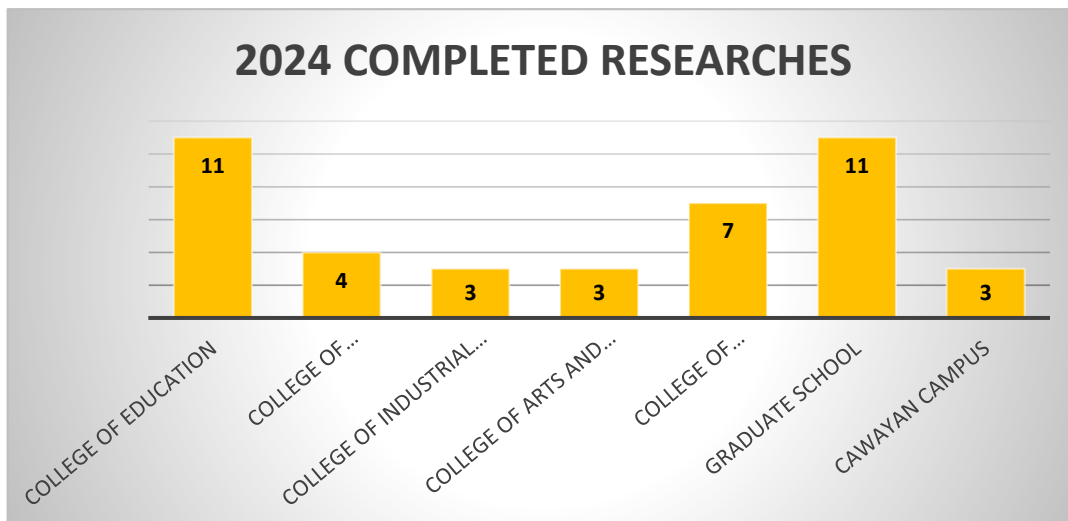
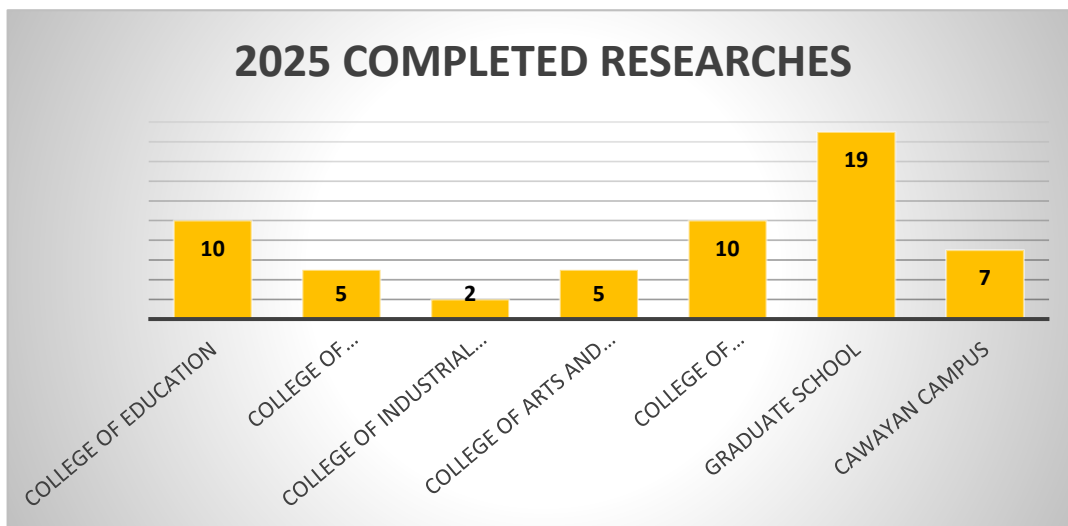
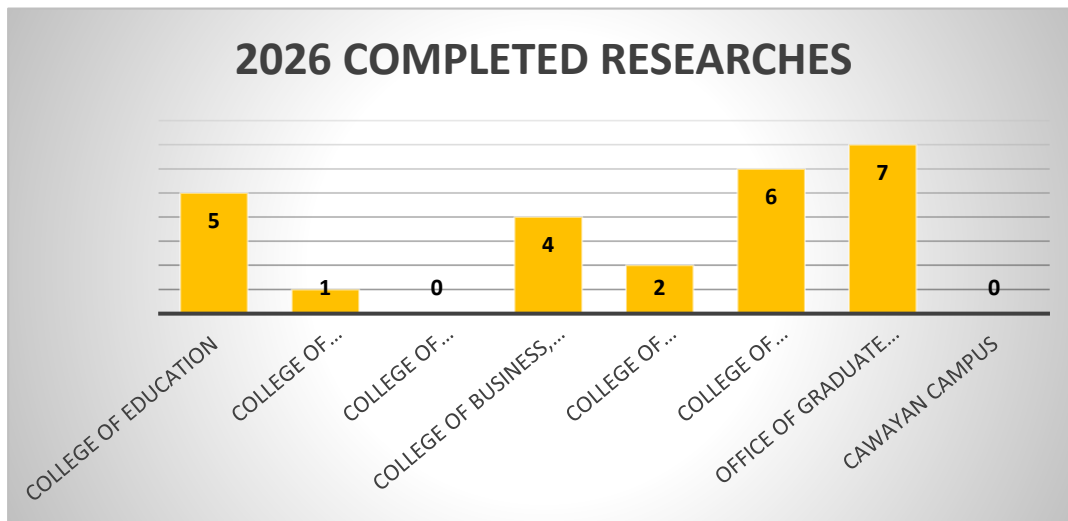
For part-time faculty, a minimum of **one (1) hour of consultation with students** is specifically required in addition to their actual teaching assignment.

D.1.2.3 comparative data of faculty engaged in consultancy services by academic unit/college/institute/department.

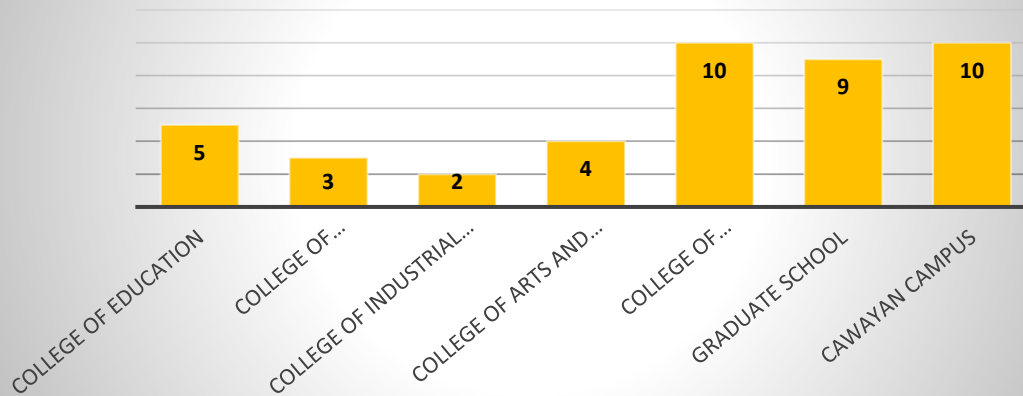
The Faculty Workload Forms of the different academic units provide the basis for identifying faculty members with designated consultation schedules and comparing their consultation-related workload across the colleges/departments.

The comparison may be presented using the documented consultation hours reflected in the Faculty Workload Forms from various programs or colleges.

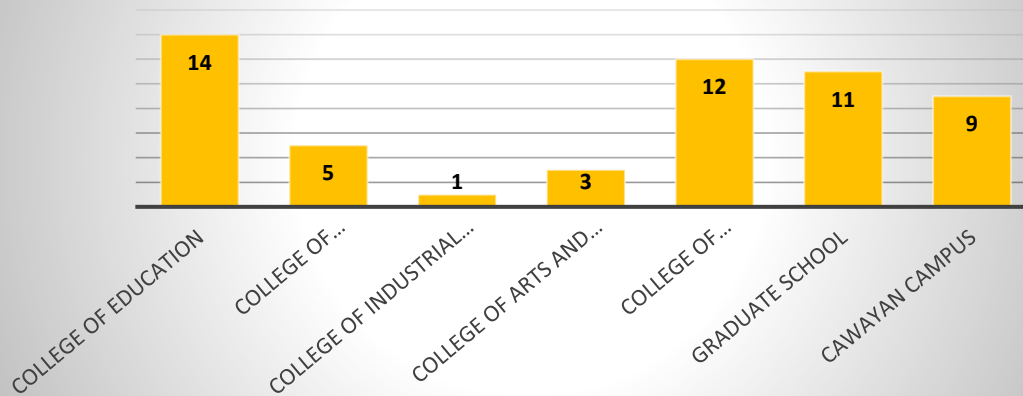
D.1.3 Research



2023 COMPLETED RESEARCHES



2022 COMPLETED RESEARCHES



Research is recognized as one of the functions incorporated into the faculty workload. The Faculty Workload Forms document research-related assignments under **Other Functions**, alongside instructional responsibilities. The Institution's research engagement is further evidenced by its record of published researches across its colleges and campuses.

The **2022–2026 Published Researches** record shows that research outputs have been generated across different academic units and campuses. In **2026**, the Institution recorded **8 published researches**, consisting of 2 from the College of Education, 2 from the College of Agriculture and Agroforestry, and 4 from Cawayan Campus. In **2025**, there were **17 published researches** across the listed academic units/campuses, while **2024 recorded 13**, **2023 recorded 38**, and **2022 recorded 13**. This demonstrates continuing research engagement and productivity across the Institution.

D.1.3.1 portion of the faculty work load for research and/or research- related activities.

The Faculty Workload Forms identify **research** under the **Other Functions** of faculty members, indicating that research-related activities form part of the faculty members' assigned workload in addition to teaching.

The FTE workload framework likewise recognizes research as one of the functions that may be accommodated within the faculty member's overall workload.

D.1.3.2 time (in terms of load units) devoted for research.

The Faculty Workload Forms provide the basis for identifying research-related assignments within individual faculty workloads. However, the **Published Researches** Excel file does not report research hours or load units; it records the **number of published researches by college/campus**. Therefore, the publication data should be used to demonstrate research productivity and engagement rather than to calculate the actual research load units.

D.1.3.3 comparative data of faculty engaged in research by academic unit/college/institute/department.

The Institution's published research record provides comparative evidence of research engagement across academic units and campuses.

Across the five-year period, the record shows **89 published researches**. The highest number was recorded in **2023, with 38 published researches**, followed by **2025 with 17, 2022 and 2024 with 13 each**, and **2026 with 8**.

The data also show varying levels of research productivity among the academic units. For example, **College of Agriculture** recorded 15 published researches in 2023, while **Cawayan Campus** recorded 11 in the same year. In 2025, the **Graduate School** recorded 7 published researches, while in 2026, **Cawayan Campus** recorded the highest number among the listed units with 4 published researches.

D.1.4 Extension

Illustrate in a graph:

D.1.4.1 portion of the faculty work load for extension and/or extension-related activities.

D.1.4.2 time (in terms of load units) devoted for extension and extension-related activities.

D.1.4.3 comparative data of faculty engaged in extension and extension-related activities by academic unit/college/institute/department.

D.1.5 Others

Illustrate in a graph:

D.1.5.1 portion of the faculty are engaged in other functions (administrative, academic-related activities, production, etc.)

D.1.5.2 time (in terms of load units) devoted for other functions.

D.1.5.3 comparative data of faculty engaged in other functions by academic unit/college/institute/department.

D.2 Performance Evaluation

D.2.1 Faculty Performance Evaluation System

DEBESMSCAT implements a **systematic, transparent, competency-based, and results-oriented Faculty Performance Evaluation System** under its approved Strategic Performance Management System (SPMS). The evaluation is anchored on a unified **Individual Performance Commitment and Review (IPCR)** for faculty members, with the criteria differentiated according to their **academic rank, designation, workload, and assigned functions**.

Faculty performance is assessed through three major functional areas:

1. Strategic Functions

Strategic Functions are based primarily on the faculty member's **official designation or additional institutional responsibilities**. These include responsibilities performed by faculty members serving as Program Heads, Directors, College Coordinators, and other designated officials. Thus, faculty members with additional administrative or institutional responsibilities are evaluated not only based on their regular academic functions but also on their strategic responsibilities.

2. Core Functions

Core Functions cover the fundamental academic responsibilities of faculty members, particularly **Instruction, Research, and Extension Services**.

For **Instruction**, performance is assessed through two complementary measures:

- **Teaching Effectiveness Rating (TER) – 50%**
- **Compliance with Academic Requirements – 50%**

Compliance includes the timely and complete submission of academic requirements such as **course syllabi, course content, Table of Specifications (TOS), major examinations, student grades, and other academic requirements prescribed by the College**.

For **Research**, the weight varies according to academic rank, with the research component assigned **20%, 30%, or 40%**, depending on the faculty member's rank. The system recognizes increasing expectations for research productivity, publication, presentation, project development, and research leadership as faculty members progress in rank.

Extension Services constitute a regular component of the Core Functions and carry a **20% weight** across faculty members.

3. Support Functions

Support Functions cover institutional and administrative responsibilities that contribute to the effective delivery of academic and organizational services. The system provides a **fixed 10% weight for Support Functions**, while the remaining percentage is distributed between Strategic and Core Functions depending on the faculty member's designation and actual responsibilities.

The system is therefore **function-based rather than one-size-fits-all**, allowing faculty members to be evaluated according to their actual academic, administrative, research, extension, and institutional responsibilities.

Composition of the Faculty Performance Management Team

The College-level **Performance Management Team (PMT)** is composed of:

- **Vice President for Academic Affairs** – Chairperson
- **Head, Human Resource Management Office** – Member
- **Director, Planning Office** – Member
- **Director, Financial Management Office** – Member
- **President, DEBESMSCAT Faculty Association (DFA)** – Member
- **Director for Research and Extension** – Member

The College-level PMT is responsible for the **review and calibration of the OPCR**s of academic units, including the Office of Student Affairs. Calibration is conducted **one month after the end of the applicable rating period**.

For the calibration of individual faculty IPCRs, the Institution establishes **Local Performance Management Teams (Local PMTs)** composed of **three faculty representatives from each College**. These Local PMTs calibrate faculty performance targets and ratings based on the approved IPCR targets, actual accomplishments, and corresponding **Means of Verification (MOVs)**.

The evaluation system further ensures evidence-based validation by comparing approved performance targets with actual accomplishments supported by documentary evidence.

D.2.2 Staff Performance System

DEBESMSCAT implements a **Non-Teaching Personnel Performance Evaluation System** that recognizes the diverse functions and responsibilities of its administrative and support personnel. Unlike the faculty evaluation system, the Institution does **not prescribe a single unified IPCR template for all Non-Teaching Personnel**. Instead, performance commitments and review targets are based on the **specific mandates, functions, programs, activities, and responsibilities of their respective offices and positions**.

The evaluation is organized into three major functional areas:

1. Strategic Functions – 10%

For designated Non-Teaching Personnel, Strategic Functions refer to additional institutional responsibilities formally assigned beyond their regular office functions. These may include participation in:

- **Bids and Awards Committee (BAC)**
- **Technical Working Groups (TWGs)**
- **Freedom of Information (FOI) Officer functions**
- Committees
- Special projects
- Other institutional designations

This component ensures that additional institutional responsibilities are formally recognized in the performance evaluation.

2. Core Functions – 80% or 90%

Core Functions constitute the major component of the performance evaluation and are derived from the **official mandates and functions of the respective offices and the specific duties and responsibilities of the personnel**.

For designated Non-Teaching Personnel, the standard distribution is:

- **Strategic Functions – 10%**
- **Core Functions – 80%**
- **Support Functions – 10%**

For Non-Teaching Personnel **without designation**, the evaluation generally consists of:

- **Core Functions – 90%**
- **Support Functions – 10%**

The system adopts a **function-based performance management approach**, allowing individual offices to develop performance targets and success indicators appropriate to their actual functions. Target-setting is conducted **every November** to take effect in the rating period of the following year.

3. Support Functions – 10%

Support Functions constitute a common component applicable to both **Heads of Units and Rank-and-File Non-Teaching Personnel**.

These common indicators provide a basis for assessing institutional support responsibilities such as:

- compliance with organizational requirements;
- participation in institutional activities;
- responsiveness to administrative requirements;
- teamwork; and
- other common expectations prescribed by the College.

Evidence-Based Evaluation

The Non-Teaching Personnel evaluation is validated through:

1. Approved performance commitments and targets;
2. Actual accomplishments;
3. Corresponding **Means of Verification (MOVs)**;
4. Quality and quantity of outputs;
5. Timeliness of accomplishment; and
6. Appropriateness of the resulting performance rating.

The principal basis for validation is the comparison of approved targets against actual accomplishments supported by documentary evidence. The system therefore establishes a traceable relationship among **Office Mandate → Individual Functions → Performance Targets → Actual Accomplishments → MOVs → Calibration → Final Rating**.

Composition of the Non-Teaching Performance Management Team

The Non-Teaching Personnel **Performance Management Team (PMT)** is composed of:

- **Vice President for Administration and Finance – Chairperson**
- **Head, Human Resource Management Office – Member**
- **Director, Planning Office – Member**
- **Director, Financial Management Services – Member**
- **President/Representative, DEBESMSCAT Association of Non-Teaching Personnel (DANTS) – Member**
- **Supervising Administrative Officer – Member**

The PMT is responsible for the **review, validation, and calibration of performance commitments and ratings of Non-Teaching Personnel**, particularly those requiring institutional-level review.

The Institution also establishes **Local Performance Management Teams (Local PMTs)** for Non-Teaching Personnel. Members are selected from and represented by the different Non-Teaching units based on the recommendation of the Non-Teaching PMT through an Office Memorandum. The Local PMTs are responsible for calibrating performance commitments and ratings, including the review of **targets, accomplishments, and supporting evidence**.

The system also allows the Non-Teaching PMT to develop specific policies, guidelines, and procedures through duly adopted **PMT Resolutions**, provided that these remain consistent with applicable government policies and institutional rules.

D.3 Interpersonal Relations

The Institution promotes **team-building and student activities that foster and sustain harmonious relationships** among the administration, faculty, staff, and students. Activities such as **team-building, Parents' Forum, and Bayanihan** encourage administrators, faculty, staff, and students to share laughter, ideas, opinions, and experiences, thereby promoting **camaraderie, unity, and a sense of community** within the Institution.

D.4 *Cite at least three effects of the work load and performance evaluation systems of your faculty and staff.*

The institution's workload and performance evaluation systems contribute significantly to the effective management, professional development, and overall performance of its faculty and staff. These systems provide a structured framework that enables personnel to understand their responsibilities, align their activities with institutional expectations, and monitor the accomplishment of assigned targets.

Three significant effects were:

- Provide **clear direction** by aligning duties, targets, and responsibilities with institutional expectations.
- Promote **accountability and effectiveness** by ensuring that personnel accomplish their assigned workloads and targets.
- Support **continuous improvement** by helping faculty and staff assess their performance and identify areas for further development.

Overall, the workload and performance evaluation systems serve not only as mechanisms for assigning and assessing responsibilities but also as tools for promoting accountability, performance improvement, and alignment of individual contributions with the institution's goals and objectives.

D.5 *Cite at least three effective processes on the work load assignments and performance evaluation for the faculty and staff.*

Based on the data collected, the institution implemented systematic processes for workload assignment and performance evaluation which visibly shows three effective processes on the work load assignment and performance evaluation for the faculty and staff .

1. Clear workload assignment – Faculty and staff are provided with defined duties, workloads, and targets aligned with their assigned roles.

2. **Systematic performance monitoring** – Their accomplishments and performance are regularly assessed based on the assigned workload and expected targets.
3. **Performance feedback and improvement** – The evaluation process enables faculty and staff to determine their level of accomplishment and identify areas for improvement and further development.