



REPUBLIC OF THE PHILIPPINES
UNIVERSITY OF SOUTHERN MINDANAO
KABACAN, COTABATO



GRADUATE SCHOOL

I.2.2. For promotion

**Master of Science in
Animal Science
Level II**

MS Animal Science | Area X: Administration

April 20-24, 2026

University of Southern Mindanao
Institutional Merit Promotion

Candidates Assessment

Name	Current Rank	CCE (35%)	Equivalent CCE Score	Competencies (30%)								Length of Service at USM (5%)	Equivalent Score Length of Service	IPCR (30%)			Equivalent IPCR Score	Total	CCE Rank	Date of Last Promotion	Remarks		
				Technical										Total Competency Score	Total	CCE Rank						Date of Last Promotion	Remarks
				Core	Leadership	Instruction (30%)	Research	Service	Teaching	Professional	Community												
<i>Qualified for Instructor III</i>																							
1 Flores, Pia Amabelle	Inst 1	83.66	41.83%	2	2	2	2	2	1	1.93	1.98	49.44%	4	16.00%	4.04	4.38	4.21	84.30%	55.53%	Inst3	02-Nov-16		
2 GONZAGA, RYAN Z	Inst 1	80.75	40.38%	2	2	2	2	1	1	1.87	1.96	48.89%	4	16.00%	4.21	4.30	4.26	83.10%	55.13%	Inst3	16-Nov-16		
3 NEYRA, SOFIA LOREN B	Inst 1	86.60	43.30%	2	2	2	1	1	1	1.80	1.93	48.33%	4	16.00%	4.21	4.29	4.25	86.00%	55.98%	Inst3	09-Jun-16		
4 Martin, Jean	Inst 1	81.87	40.94%	2	2	2	1	1	1	1.80	1.93	48.33%	2	8.00%	4.25	4.37	4.31	86.20%	55.00%	Inst3	25-Jul-18		
5	Inst 1	77.69	38.89%	2	2	2	1	2	1	1.87	1.96	48.89%	2	8.00%	4.24	4.03	4.14	82.70%	53.47%	Inst3	18-Feb-18		
6	Inst 1	87.44	43.72%	1	2	2	1	1	1	1.80	1.60	40.00%	4	16.00%	4.01	4.57	4.29	83.80%	53.84%	Inst3	05-Jul-16		
7	Inst 1	80.90	40.45%	2	1	2	1	1	1	1.80	1.60	40.00%	4	16.00%	4.25	4.4	4.33	86.50%	52.91%	Inst3	05-Jul-16		
8	Inst 1	80.67	40.34%	2	1	2	2	2	1	1.93	1.64	41.11%	4	16.00%	4.18	4.02	4.10	82.80%	51.85%	Inst3	05-Jul-16		
9	Inst 1	79.57	39.79%	2	1	2	1	2	1	1.87	1.62	40.56%	2	8.00%	4.09	4.29	4.19	83.80%	51.63%	Inst3	25-Jul-18		
10	Inst 1	82.53	41.27%	2	1	2	1	2	1	1.87	1.62	40.56%	2	8.00%	4.03	4.17	4.10	82.80%	51.61%	Inst3	25-Jul-18		
11	Inst 1	83.07	41.54%	2	1	1	1	1	1	1.00	1.33	33.33%	2	8.00%	4.00	4.32	4.16	83.20%	49.90%	Inst3	06-Feb-18		
12	Inst 1	78.33	39.17%	1	2	1	1	1	1	1.00	1.33	33.33%	3	12.00%	4.26	4.08	4.17	83.40%	49.33%	Inst3	11-Oct-17		
13	Inst 1	86.88	43.44%	1	1	1	1	1	1	1.00	1.00	25.00%	3	12.00%	4.03	4.46	4.25	84.90%	48.77%	Inst3	04-Jul-17		

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

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

Endorsed by the Faculty Selection Board


WILLIE JONES B. SALINAS
HRMPO Director
FSB Secretary


GEOFFREY B. ATOK
USMFA President
FSB Member


ABUNAKAR A. MURRAY
Director for Instruction
FSB Member


CAYETANO C. POMARES
University Professor
FSB Member


CONRADO A. TALARAN
VPAA
FSB Chairperson

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


FRANCISCO M. N. GARCIA
SUC President IV

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Institutional Merit Promotion

Candidates Assessment

Rank	Name	CCE (35%)	Competencies (30%)										Equivalent Competency Score	Length of Service at USM (5%)	IPCR (30%)			Total	CCE Rank	Date of Last Promotion	Remarks		
			Equivalent CCE Score	Core	Technical							Total Technical			Total Competency Score	Total	CCE Rank					Date of Last Promotion	Remarks
<i>Qualified next-in-rank for Assistant Professor III</i>																							
1	MAROHOM, JALALODEN B	ASST PROF II	111.89	55.95%	2	3	2	2	1	1	1.73	2.24	56.11%	5	20.00%	4.30	4.72	4.510	90.20%	64.67%	Asst3	01-Jul-19	
2	MIBALO, ALVIN C	ASST PROF II	109.55	54.78%	2	1	2	1	1	1	1.67	1.56	38.89%	9	36.00%	4.06	4.07	4.065	81.30%	57.89%	Asst3	05-Mar-18	
3	CORNELIO, MARCIAL R	ASST PROF II	106.16	53.08%	1	1	1	1	1	1	1.04	1.01	25.37%	15	69.00%	4.05	4.18	4.115	82.30%	53.88%	Asst3	03-Jul-19	
<i>Qualified for Assistant Professor III</i>																							
4		ASST PROF I	111.66	55.83%	2	3	1	1	1	1	1.03	2.01	50.28%	5	20.00%	4.01	4.77	4.390	87.89%	61.98%	Asst3	01-Jul-19	
5		Inst III	106.76	53.38%	3	2	2	1	1	1	1.63	2.21	55.22%	10	40.00%	4.27	4.03	4.150	83.00%	62.15%	Asst3	05-Mar-18	
6	Mangaoang, Cherie	INST III	108.54	54.27%	2	2	2	1	1	1	1.62	1.87	46.85%	9	36.00%	4.13	4.36	4.245	84.90%	60.32%	Asst3	01-Jul-19	
7		ASST PROF I	114.02	57.01%	2	2	2	1	1	2	1.64	1.88	46.98%	5	20.00%	4.16	4.14	4.150	83.00%	59.95%	Asst3	01-Jul-19	
8		Inst I	110.82	55.41%	2	1	2	2	1	1	1.65	1.55	38.75%	3	12.00%	4.12	4.66	4.390	87.89%	57.96%	Asst3	05-Jul-16	
9		Inst I	111.76	55.88%	1	2	2	1	1	1	1.64	1.55	38.79%	2	8.00%	4.47	4.16	4.315	86.30%	57.46%	Asst3	25-Jul-18	
10		ASST PROF I	108.34	54.17%	1	1	2	1	1	1	1.64	1.21	30.93%	5	20.00%	4.16	4.73	4.445	88.90%	55.73%	Asst3	01-Jul-19	

Available Items: 4
Ranking as of July 9, 2020

The above candidate is evaluated through the NBC 461 Cumulative Criteria Evaluation (CCE) Instrument, the candidates competencies, length of service at USM and the performance in the last rating periods as stipulated in Section 38 par g of the Faculty Merit Selection Plan. In addition, the above candidates satisfy the minimum requirements for the position.

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