



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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**COMPUTER ENGINEERING DEPARTMENT**

PS 2.1

S.2 Other qualifications such as the following are considered:

S.2.1. related professional experience;

Documents attached:

- GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS
- FACULTY MANUAL
- CORE FACULTY PROFILE
- FACULTY PROFILE MATRIX INVOLVED IN THE PROGRAM (CORE FACULTY)
- GENERAL EDUCATION FACULTY PROFILE
- FACULTY PROFILE MATRIX INVOLVED IN A PROGRAM (GENERAL EDUCATION FACULTY)



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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LIFTED FROM UNIVERSITY POLICIES AND GUIDELINES OVPA P.28-30

**GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS**

In the interest of the service and as a matter of policy, the following guidelines for the selection and hiring of new faculty members shall be strictly followed to ensure academic excellence:

- 1. APPLICANTS MUST POSSESS THE FOLLOWING QUALIFICATIONS:**
  - 1.1. Personal
    - 1.1.1. They must be mentally, physically, emotionally, and morally fit;
    - 1.1.2. They must have a wholesome, acceptable, and pleasing personality;
    - 1.1.3. They must exhibit self-confidence; and
    - 1.1.4. They must have a very satisfactory communication skills in English and/or Filipino
  - 1.2. Educational
    - 1.2.1. They must be holders of a master's degree, the specialization being related to the field in which they shall be hired to teach; and
    - 1.2.2. Where no applicants are master's degree holders, bachelor's degree holders may be considered in accordance with the following priority scheme:
      - 1.2.2.1. Bachelor's degree holders with academic honors such as Summa Cum Laude, Magna Cum Laude, or Cum Laude and with one-year teaching experience or its equivalent;
      - 1.2.2.2. Bachelor's degree holders who belong to the first ten successful board examinees and who have a one-year teaching experience or its equivalent;
      - 1.2.2.3. Bachelor's degree holders who have passed the required board examination and who have actively practiced their professions for at least one year or its equivalent; and
      - 1.2.2.4. Bachelor's degree holders who have been in collegiate teaching on a full-time basis and who have engaged in educational research for at least one year.
  - 1.3. Professional/ Employment Experience
    - 1.3.1. They must have at least one year of college teaching experience;
    - 1.3.2. If without any teaching experience, they must have a minimum of one year of professional experience related to their field of specialization;
    - 1.3.3. They must have at least a very satisfactory performance rating in their previous employment;
    - 1.3.4. Where a course or academic program requires a licensure examination, the teaching applicants must possess the required or appropriate license; and
    - 1.3.5. The two-year college teaching experience may be waived in favor of qualified graduates with an appropriate master's degree.





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CRITERIA FOR SELECTION OF FACULTY MEMBERS

ERS

Name of Applicant \_\_\_\_\_ Age \_\_\_\_ Civil Status \_\_\_\_\_  
Highest Degree Earned \_\_\_\_\_  
Educational Institution \_\_\_\_\_  
Year Graduated \_\_\_\_\_ Other Degrees \_\_\_\_\_  
Additional Units Earned \_\_\_\_\_  
Area of Specialization: Major: \_\_\_\_\_  
Minor: \_\_\_\_\_

A. Qualified Qualifications (maximum rating) 70%

1. Academic Preparation	20%
Ph.D	20%
MA-MS	15%
BS	10%
2. Grasp of Subject Matter (interview)	15%
3. Related Work Experience	15%
4. College Teaching Experience	10%
5. Writing or Research Skills	10%

B. Interview Factors (maximum rating) 30%

1. Personality	10%
2. Communication Skills	10%
3. Social Awareness	5%
4. Motivations	5%
<b>Total</b>	<b>100%</b>



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# FACULTY MANUAL

Prepared by  
PUP Department of Research, Planning & Development





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## 2. QUALIFICATION

### 2.1 General Provisions

- 2.1.1 The qualification of faculty members in the University shall be set by the Board of Regents on recommendation of the University President, and as recommended to him by the Vice President for Academic Affairs through the Executive Vice President.
- 2.1.2 No religious or political test shall be required, nor shall the religious or political beliefs of the faculty be made the subject of examination or inquiry.
- 2.1.3 Members of the faculty shall be exempt from any civil service examination as a requisite for appointment, except in some colleges/institutes where passing the professional board examination is a requirement for teaching professional courses.

### 2.2 Entrance Qualification

- 2.2.1 Entrance qualification differs according to requirements set by various colleges/institutes.
- 2.2.2 A minimum of a master's degree with the specific specialization, training, experience and desirable personality traits shall be required of applicants to any of the Colleges/Institutes in the University.

## 3. RECRUITMENT PROCEDURE

- 3.1 Faculty members are recruited by invitation of the University or through application by those interested to join the University:

- 3.1.1 By Invitation

Highly qualified persons may be invited by the President of the University to file his application for a teaching position or for future consideration to a teaching position.

- 3.1.2 By Application

Qualified faculty wishing to apply to any college in the University may file his application letter through any of the following:

The President of the University  
The Executive Vice President  
The Vice President for Academic Affairs  
The Dean of the College or Director of the  
Institute in which the applicant may wish to teach



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## Core Faculty Profile

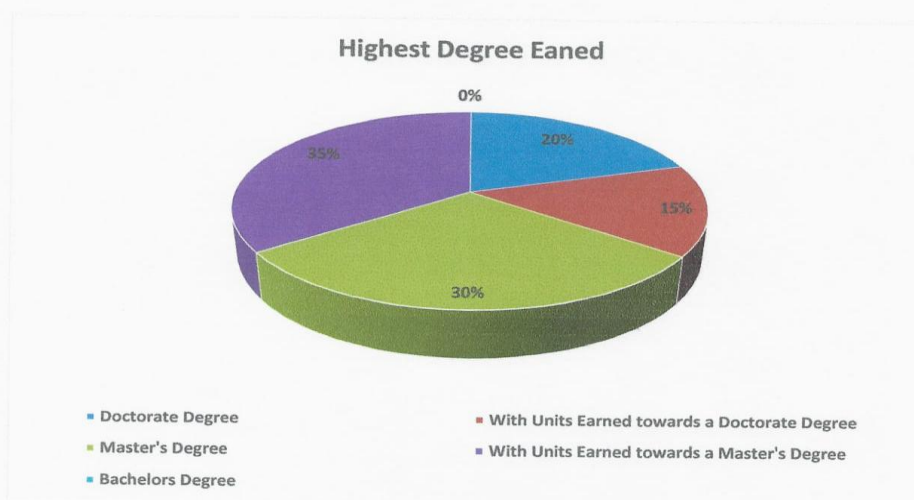




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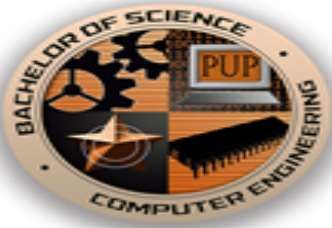
PA 5.2

**Faculty Profile Matrix Involved in the Program (Core Faculty)**



The graph shows that there are 4 or 25% that are Doctorate Degree holder. Fifteen percent (15%) of the faculty members have units earned leading to a Doctorate degree, Thirty percent (30%) are Master's Degree holder and those who have units earned towards a Master's Degree is 35%.

Faculty members of the program are holder of Master's Degree in Computer Engineering or allied programs.



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**Faculty Profile Matrix Involved in the Program (Core Faculty)**

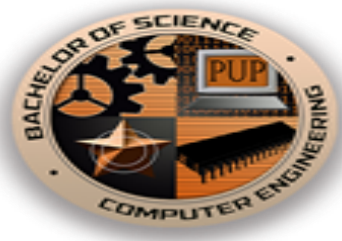
Faculty	Academic Rank	Educational Attainment	School Graduated From	Field of Specialization	Licensure Examinations Passed	Length of Teaching Experience	Status of Appointment (Permanent, Temporary, Contractual)	Subjects Handled
1. Ado, Remedios G.	Associate Professor V	Doctor in Educational Management (DEM)	Polytechnic University of the Philippines (PUP)	Computer Engineering		33 yrs.	Permanent	Logic Circuit, Adv. Logic Circuit Design, Design Project I & II, Microprocessor, Computer Technopreneuship, Computer Seminar & Field Trips, OJT
		Master of Engineering – Computer	Pamantasan ng Lungsod ng Maynila (PLM)					
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
2. Canlas, Arlene B.	Instructor I	Master of Science in Information Technology (MSIT) (Completed Academic Units)	Polytechnic University of the Philippines (PUP)	Computer Engineering		9 yrs.	Part-time	Elective 1, Elective 2, Computer system Administration, Computer Networks
		BS Computer Engineering	Polytechnic University of					





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## General Education Faculty Profile



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**Faculty Profile Matrix Involved in the program (General Education Faculty)**

**COLLEGE: ARTS AND LETTERS**

**DEPARTMENT: DEPARTMENT OF ENGLISH, FOREIGN LANGUAGES AND LINGUISTICS**

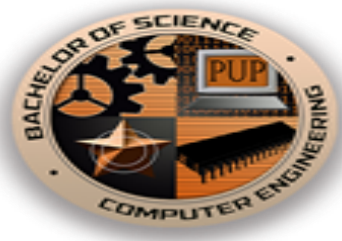
Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S						Licence No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Year Earned	Doctorate	Year Earned			
AUSTRIA, GEMALYN S.	ASSOCIATE PROFESSOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2002	Master in Educational Management Polytechnic University of the Philippines (PUP)	2008	Doctor of Educational Management Polytechnic University of the Philippines (PUP) (12 units earned)			ENGLISH	PERMANENT
BASILIO, SYLVIA M.	INSTRUCTOR II	PURPOSIVE COMMUNICATION	Bachelor of Science in Education University of the East (UE)	1980	Master of Arts in Teaching ( not completed)				Civil Service-Professional	ENGLISH SPANISH	PERMANENT
BRABANTE, ELMER P.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English University of St. Anthony 2000 Bachelor of Laws (LLB) Philippine Law School	2000 2010	Master of Philosophy of English, Language, Literature UP Diliman 2013 Master in Public Administration)				Civil Service-Professional	ENGLISH LAW	PART-TIMER
CLUTARIO, JOSE V.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English	2008	Master of Fine Arts in Creative Writing	2017			LET 1058828	CREATIVE WRITING	PERMANENT





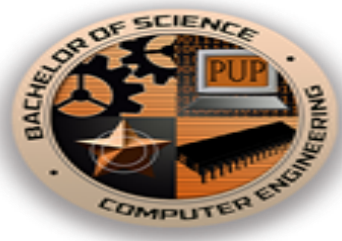
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3. Cansino, Julius S.	Assistant Professor IV	Master of Science in Information Technology (MSIT)	the Philippines (PUP) Polytechnic University of the Philippines (PUP)	Computer Engineering	NC II – 19131602013021	23 years	Permanent	Design Project I & II, Logic Circuits and Switching Theory, Adv. Logic Circuits., Data Structure&Algo. Analysis, Computer Seminar & Field Trips, OJT, Computer Fundamentals & Programming, Computer Network
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
4. Chin, Frank Anthony R.	Instructor I	Master of Science in Engineering – Computer Engineering ( units earned)	Polytechnic University of the Philippines (PUP)	Computer Engineering		2 years	Temporary Regular	Computer Engineering Technology 2, Computer Fundamentals & Programming, Elective 3,
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
5. De La Cruz, Arvin R.	Associate Professor IV	Ph. D. in Management	Adamson University (AdU)	Computer Engineering	NC II – 19131602013020	21 years	Permanent	Design Project II, Object Oriented Programming, Systems Analysis & Design, Software Engineering,
		MS Management Engineering	Adamson University (AdU)					



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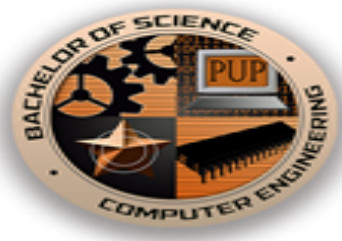
		BS Computer Engineering	Adamson University (AdU)					Methods of Engineering Research, Elective 1
6. Dela Cruz, John Rocello	Instructor I	Master of Science in Electronics and Communications Engineering (Thesis Writing)	De La Salle University	Electronics and Communication Engineering	PRC 0056324	5 years	Part-time	Principle of Communication, Numerical Methods for Engineering with Programming Applications, Data Communication, Digital Signal Processing, Microprocessor System
		Bachelor of Science in Electronics and Communication Engineering	Polytechnic University of the Philippines (PUP)					
7. Delos Reyes, Norman David F.	Instructor I	Doctor in Educational Management (Completed academic requirements)	Polytechnic University of the Philippines (PUP)	Computer Engineering	Civil Service Professional Career Executive	10 yrs.	Part-time	Numerical Methods for Engineering with Programming Applications, Logic Circuits and Switching Theory, Advanced Logic Circuits Design, Discrete Mathematics, Computer Project Management
		Master in Government Management	Pamantasan ng Lungsod ng Maynila					
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
8. Fernando, Ronald D.	Assistant Professor II	Master of Science in	Polytechnic University of the	Electronics and Communications Engineering		30 yrs.	Permanent	Computer Engineering Technology 1,



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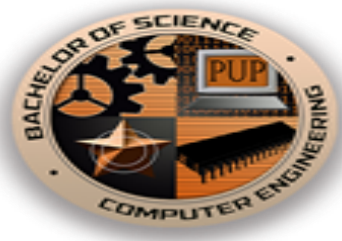
		Engineering – ECE (units earned)	Philippines (PUP)					Computer Engineering Technology 2, Electronics I & II, Circuits 1&2, OJT, Design Project, Computer Hardware and Fundamentals
		Bachelor of Science in Electronics and Communication Engineering	Polytechnic University of the Philippines (PUP)					
9. Lorico, Julian L.	Instructor I	Doctor of Philosophy in Technology Management (Passed the comprehensive exam)	Technological University of the Philippines (TUP)			29 yrs.	Part-time	Systems Analysis & Design, Fundamentals of Programming, Data Structures and Algorithm Analysis, Computer Project Management, Elective 1, Elective 2, Object oriented Programming, Software Engineering, Methods of Engineering Research
		Master of Science in Engineering – Computer Engineering (units earned)	Polytechnic University of the Philippines (PUP)					
		Master in Business Administration	Jose Rizal University (JRU)					
		BS Computer Engineering	Adamson University (AdU)					
10. Madrigalejos, Danilo Jr. C.	Instructor I	Master of Science in Engineering –	Polytechnic University of the	Computer Engineering		11 years	Part-time	Object Oriented Programming, Numerical Methods





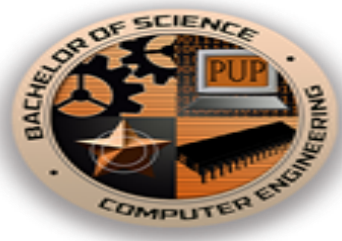
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		Computer Engineering (units earned)	Philippines (PUP)					for Engineering with Programming Applications, Elective 3, Computer System Organization with Assembly Language, Advanced Logic Circuits Design
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
11. Mahaguay, Rolito L.	Instructor II	Master of Engineering – Computer Engineering	Polytechnic University of the Philippines (PUP)	Computer Engineering	NC II – 19131602013024	16 yrs.	Permanent	Computer System Architecture, Microprocessor System, Design Project 2, OJT, Computer Networks, Logic Circuit & Switching Theory, Computer System Organization with Assembly Language
		BS Computer Engineering	Technological Institute of the Philippines (TIP)					
12. Natividad, Ferdinand O.	Assistant Professor II	Master of Science in Information Technology (MSIT)	Polytechnic University of the Philippines (PUP)	Electronics and Communication Engineering		27 years	Permanent	Circuits 2, Design Project 2, OJT, Computer Engineering Technology 2, Computer Networks, Control System, Computer Engineering as a Discipline,
		Bachelor of Science in Electronics and Communication Engineering	Polytechnic University of the Philippines (PUP)					



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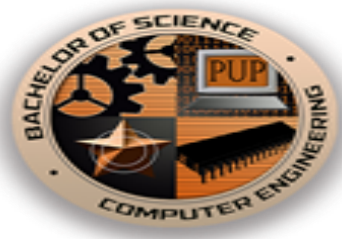
								Electronics Circuits Analysis and Design, Microprocessor Systems
13. Natividad, Mark Kervin Z.	Instructor I	Master of Science in Engineering – ECE (units earned)	Polytechnic University of the Philippines (PUP)	Electronics and Communication Engineering	PRC 0062322	3 yrs.	Part-time	Data Communication, Principle of Communication, Digital Signal Processing
		Bachelor of Science in Electronics and Communication Engineering	Technological Institute of the Philippines (TIP)					
14. Oquindo, Florinda H.	Associate Professor IV	Master in Information Technology (MIT)	Polytechnic University of the Philippines (PUP)	Computer Engineering		22 yrs.	Permanent	Design Project I & II, Principle of Communication, Operating System, Computer Seminar & Field Trips, OJT, Data Communication, Control System
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
15. Pajabera, Orlando V.	Instructor II	Master in Information Technology (MIT)	Polytechnic University of the Philippines (PUP)	Computer Engineering	NC II – 1913160201302 2	18 yrs.	Permanent	Computer System Architecture, Operating System, Computer Networks, Microprocessor System, Computer System
		BS Computer Engineering	Far Eastern University (FEU)					



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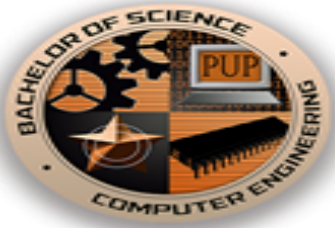
							Organization with Assembly Language, Computer System Administration, Elective 2	
16. Reyes, Lutzer U.	Associate Professor IV	Doctor in Business Administration	Polytechnic University of the Philippines (PUP)	Computer Engineering		7 years	Permanent	Logic Circuits Design, Advanced Logic Circuits, ., Project Management, Total Quality Management in Computer Engineering, Computer Project Management, Computer Technopreneurship
		Master of Science in Engineering Management	Adamson University (AdU)					
		BS Computer Engineering	Adamson University (AdU)					
17. Rodriguez, Joshua Benjamin B.	Instructor I	Master of Science in Engineering – Computer Engineering (units earned)	Polytechnic University of the Philippines (PUP)	Computer Engineering	NC II – 19131602013025	4 yrs.	Part-time	Advanced Logic Circuits Design, Digital Signal Processing, Programming Logic and Design, Advanced Engineering Mathematics for Computer Engineering, Numerical Methods for Engineering with Programming
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
		BS Computer Engineering	Polytechnic University of the					





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			Philippines (PUP)					Applications, Logic Circuits and Switching Theory, Digital Signal Processing
18. Tenerife, Pedrito Jr. M.	Associate Professor III	Doctor of Technology (Dissertation Writing)	Technological University of the Philippines (TUP)	Computer Engineering	LET 0823617 Civil Service Professional	22 yrs.	Permanent	Computer Fundamentals and Programming, Data Structure & Algorithm Analysis, Computer Engineering Ethics & Computer Laws, Design Project I & II, Computer Seminar & Field Trips, Operating System, Software Engineering, Elective 2, OJT
		Master in Information Technology (MIT)	Polytechnic University of the Philippines (PUP)					
		Master of Arts in Teaching major in Instructional Technology (MAT)	Marikina Polytechnic College (MPC)					
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
19. Tubola, Orland D.	Assistant Professor III	PhD Energy Engineering	University of the Philippines (UP)	Electronics and Communication Engineering	PRC 44876	7 yrs	Permanent	Digital Signal Processing, Numerical Methods for Engineering with Programming Applications, Advanced Engineering
		MS in Electronics and Communications Engineering	De La Salle University (DLSU)					



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		major in Microelectronics						Mathematics for Computer Engineering, Data Communications
		Bachelor of Science in Electronics and Communication Engineering	Polytechnic University of the Philippines (PUP)					
20. Velasco, Antonio Y.	Associate Professor IV	Doctor in Developmental Education	Metro Manila College	Computer Engineering		25 yrs.	Permanent	Computer Engineering Safety Management, Computer Project Management, Computer Engineering Ethics and Computer Laws, Computer Technopreneurship , Computer Technopreneurship , Methods of Engineering Research, Computer Seminar & Field Trips, OJT, Design Project I & II
		Master of Engineering Program	Technological University of the Philippines (TUP)					
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					
		BS Computer Engineering	Polytechnic University of the Philippines (PUP)					

Prepared by:

  
Pedrito M. Tenerife Jr.



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## General Education Faculty Profile



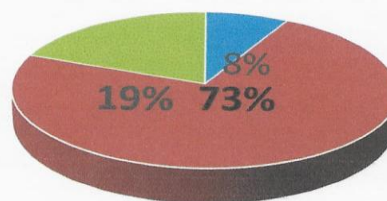


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PA S.2

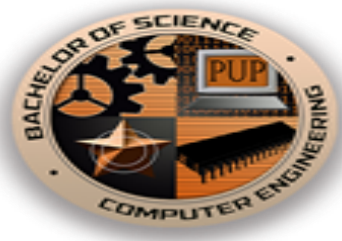
**Faculty Profile Matrix Involved in the program (General Education Faculty)**

Highest Degree Earned



■ Bachelors ■ Masters ■ Doctorate

The profile of the General Education Faculty shows that most of them are Master's Degree holder. The Doctorate degree holder is 19% while 8% are Bachelor's Degree holder. Faculty members teaching Mathematics, Sciences, Computing and General Education courses have Master's degrees relevant to their courses being taught.

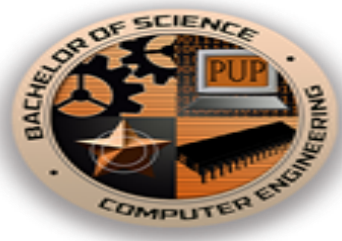


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			Polytechnic University of the Philippines (PUP)		De La Salle University				LITERATURE ENGLISH		
CULILI, RAIZA FRANCESCA B.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2009	Master of Arts in English, Language and Literature and Teaching ADMU (15 units earned)			Civil Service-Professional	ENGLISH	PART-TIMER	
DAGDAG, LOURDES A.	SENIOR LECTURER	PURPOSIVE COMMUNICATION	Bachelor of Science in Education major in English MLQU	1959	Master in Education University of the East	1971	Doctor in Educational Management Polytechnic University of the Philippines (PUP)	1971	Senior Board Exam	ENGLISH SPANISH	PART-TIMER
DE ASIS, BELEN Z.	ASSOCIATE PROFESSOR I	PURPOSIVE COMMUNICATION	Bachelor of Science in Education Major in English Franciscan College of the Immaculate Conception	1981	Special Education Manuel L. Quezon University ( not completed)				ENGLISH SPANISH	PERMANENT	
DE JESUS, JINKY V.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2014	Master of Education major in English Philippine College of Health Sciences, Inc.	2018			Civil Service-Professional	ENGLISH	PERMANENT
ESPERIDA, PIA MERLA H.	ASSISTANT PROFESSOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English	2002	Master of Arts in English Language Teaching	2006			Civil Service-Professional	ENGLISH	PERMANENT

(02) 8713 5968 | [dcoe\\_chair@gmail.com](mailto:dcoe_chair@gmail.com)  
 RM322 CEA BLDG. NDC COMPOUND,  
 ANONAS COR. PUREZA STREETS, STA. MESA, MANILA





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			Polytechnic University of the Philippines (PUP)		Philippine Normal University (PNU)						
FERRER, MARY GRACE L.	INSTRUCTOR 1	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)		Master in Educational Management	2017			Civil Service-Professional	ENGLISH	PERMANENT
GABASA, ASUNCION V.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Science in Education National Teacher's College (NTC)	1993	Master in Language Teaching Polytechnic University of the Philippines (PUP)	2005			LET 0273999	ENGLISH	PERMANENT
GARCIA, CARLOS A.	ASSOCIATE PROFESSOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in Mass Communication Far Eastern University (FEU)	1983	Master of Arts in Communication PamantasanngLungsodngMaynila (PLM)	2005	Doctor in Educational Management (Candidate) Polytechnic University of the Philippines (PUP)		LET 0978583	ENGLISH	PERMANENT
GUINUCUD, RICK D.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	1993	Bachelor of Laws Polytechnic University of the Philippines (PUP)	2009			Civil Service-Professional	ENGLISH	PART-TIMER
LAGRAMA, JOY ANNE C.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English	2009	Master of Arts in Education Major in Language Education New Era University	2017				ENGLISH	PERMANENT



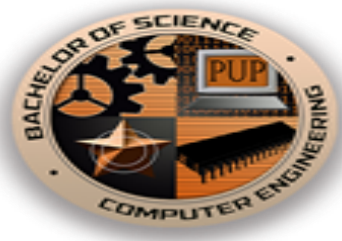


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MAYNES , DESSERIE T.	ASSOCIATE PROFESSOR II	PURPOSIVE COMMUNICATION	Polytechnic University of the Philippines (PUP) Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	1998	Master in Language Teaching Polytechnic University of the Philippines (PUP)	2005	Doctor in Educational Management Polytechnic University of the Philippines (PUP)	2012	LET 0503803	ENGLISH	PERMANENT
MAYRENA , MARISSA L.	INSTRUCTOR III	PURPOSIVE COMMUNICATION	Bachelor of Arts in English PUP 1999	1999	Master in Language Teaching PUP 2005	2005	Doctor in Educational Management (48 units earned)		Civil Service- Professional	ENGLISH	PERMANENT
NAVALES , ARNEL D.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2007	Master of Arts in English Language Teaching (ongoing) Polytechnic University of the Philippines					ENGLISH	PART-TIMER
PEREZ , EMETERIA LEONILA B.	ASSISTANT PROFESSOR IV	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2003	Master of Arts in Language Teaching Polytechnic University of the Philippines (PUP)	2008	Doctor in Educational Management (candidate) Polytechnic University of the Philippines (PUP)		PD 907 LET 0811362	ENGLISH	PERMANENT
QUIÑONES , ROLANDO P. JR.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Bachelor of Elementary Education with	2003	Master of Arts in Education major in English	2017			LET 831742	ENGLISH	PERMANENT

(02) 8713 5968 | [dcoe\\_chair@gmail.com](mailto:dcoe_chair@gmail.com)  
RM322 CEA BLDG. NDC COMPOUND,  
ANONAS COR. PUREZA STREETS, STA. MESA, MANILA



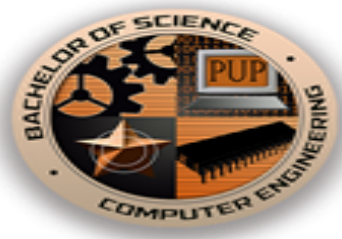


**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

REYES RENE LAURENTE G.	INSTRUCTOR I	PURPOSIVE COMMUNICATION	Specialization in English PNU Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2011	Philippine College of Health Sciences, INC. Master of Arts in Education Major in English Philippine College of Health Sciences, Incorporated	2018			Civil Service-Professional	ENGLISH	PERMANENT
ROXAS , FLODELIS R.	SENIOR LECTURER	PURPOSIVE COMMUNICATION	Bachelor of Science in English University of the East (UE)	1964	Master in General Education University of the East	1968				ENGLISH	PART-TIMER
VELASCO , XAVIER A.	SPECIAL LECTURER	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2005	Master of Arts in Education major in English Language Philippine Normal University PNU (units earned)				LET 0916425	ENGLISH	PART-TIMER
YAMAT , MICHELIN P.	INSTRUCTOR	PURPOSIVE COMMUNICATION	Bachelor of Arts in English Polytechnic University of the Philippines (PUP)	2011	Masters of Arts in Education, major in Language Education New Era University (ongoing)					ENGLISH	PART-TIMER

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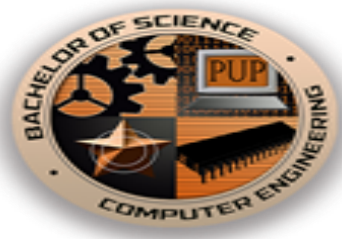


**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**COLLEGE OF ENGINEERING**  
**COMPUTER ENGINEERING DEPARTMENT**

**COLLEGE:** College of Computer and Information Sciences  
**DEPARTMENT:** Department of Computer Science

Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S						License (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Year Earned	Doctorate	Year Earned			
Albano, Gisela May A.	Professor 2	Living in the IT Era	Bachelor of Science in Chemical Engineering,	1978	Master in Information Technology	2005	Doctor of Philosophy in Educational Management	2017	Chemical Engineer	Information Systems Management, Chemical Engineering, Information Technology, Educational Management	Permanent
Barretto, Monina D.	Instructor 3	Living in the IT Era	Bachelor of Science in Management and Industrial Engineering	1984	Master in Business Administration	2016				Database Concepts & Design, Computer Science, Information Technology	Permanent
Dastas, Lydinar	Assistant Professor 3	Living in the IT Era	Bachelor in Business Education	1994	Master in Business Education	2004			LET	Programming, Computer Data Processing Management, Information Technology	Permanent
DelaFuente, Michael B.	Associate Professor 1	Living in the IT Era	Bachelor in Computer Data Processing Management	1997	Master of Science in Global Information and Telecommunications Studies	2008				Computer Systems, Network Engineering, Computer Data Processing	Permanent





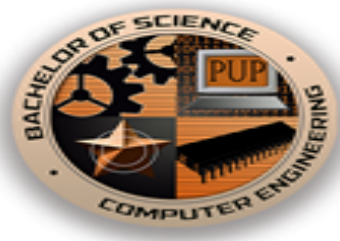
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

										Management, Global Information and Telecommunications Studies	
Fabregas, Aleta C.	Associate Professor 2	Living in the IT Era	Bachelor in Computer Data Processing Management	1986	Master in Information Technology,	2006	Doctor in Information Technology	2017		Information Systems Management, Programming, Computer Data Processing Management, Information Technology	Permanent
Inovero, Carlo G.	Assistant Professor 3	Living in the IT Era	Bachelor of Science in Computer Science	2004	Master Science in Information Technology	2015				Computing Theories, Computer Science, Information Technology	Permanent
Roxas, Melvin C.	Assistant Professor 2	Living in the IT Era	Bachelor in Information Technology	1999	Master of Science in Global Information and Telecommunications Studies	2012				Computer Systems, Network Engineering, Information Technology, Global Information and Telecommunications Studies	Permanent
Sagum, Ria A.	Associate Professor 3	Living in the IT Era	Bachelor in Computer Data	1989	Master of Computer Science	2012				Computing Theories, Computer Data	Permanent



**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**COLLEGE OF ENGINEERING**  
**COMPUTER ENGINEERING DEPARTMENT**

			Processing Management							Processing Management, Computer Science	
Tan, Mary Jane M.	Assistant Professor 2	Living in the IT Era	Bachelor in Information Technology	1992	Master in Information Technology	2005				Information Systems Management, Information Technology	Permanent
Usero, Sherilyn B.	Instructor 1	Living in the IT Era	Bachelor of Science in Computer Science	2005	Master in Information Technology	2018				Computing Theories, Computer Data Processing Management, Computer Science	Part-Time/Full-time



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COMPUTER ENGINEERING DEPARTMENT**

**COLLEGE:** College of Computer and Information Sciences  
**DEPARTMENT:** Department of Information Technology

Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S						License (if any)	Field of Specialization	
			Bachelors	Year Earned	Masters	Year Earned	Doctorate	Year Earned			
Austria, Elias A.	Instructor 2	Living In The It Era	Bachelor in Computer Data Processing Management	1999	Master of Science in Information Technology	2015				Programming, Computer Data Processing Management, Information Technology	Permanent
Canlas, Rosita E.	Associate Professor 5	Living In The It Era	Bachelor in Computer Data Processing Management	1986	Master in Information Technology	2005				Programming, Database Concepts & Design	Permanent
Comendador, BenildaEleonor V.	Associate Professor 5	Living In The It Era	Bachelor in Computer Data Processing Management	1989	Master of Science In Information Technology Master of Science in Global Information and Telecommunications Studies	2003 2010	Doctor in Information Technology	2017		Research, Thesis Writing, Project Management, Technical Documentation	Permanent
Domingo, Vivien Iluminada R.	Professor 2	Living In The It Era	Bachelor in Business Education	1986	Master in Business Administration	1990	Doctor in Business Administration	2004	LET	Methods of Research, Thesis Writing, Technical Documentation	Permanent
Miclat, Segundina	Assistant Professor 3	Living In The IT Era	Bachelor in Office Administration	1993	Master in Educational Management	2005			LET	Office Productivity	Permanent





**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

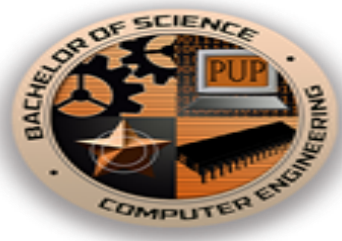
										Tools, E-Commerce	
Nayre, Rachel A.	Assistant Professor 4	Living In The It Era	Bachelor in Computer Data Processing Management Manila	1999	Master Science in Information Technology,	2015			LET	Programming, Computer Data Processing Management, Information Technology	Permanent
Reyes, Maria Esperanza H.	Instructor 1	Living In The IT Era	Bachelor in Computer Data Processing Management	1989	Master in Government Management	2000				Office Productivity Tools, E-Commerce, Systems Management	Permanent



**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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COMPUTER ENGINEERING DEPARTMENT**

**COLLEGE: COLLEGE OF POLITICAL SCIENCE AND PUBLIC ADMINISTRATION**  
**DEPARTMENT: DEPARTMENT OF PUBLIC ADMINISTRATION**

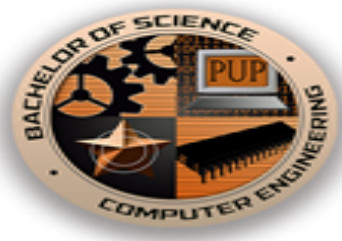
Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S					Licence No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Year Earned	Doctorate			
1. Calata, Erickson	Instructor I	Politics and Governance with Philippine Constitution	Bachelor of Arts in Legal Management	2004	Master in Public Administration	2014			Research	Permanent
2. Claudio, Sanjay P.	Professor V	Politics and Governance with Philippine Constitution	Bachelor in Political Science with option in Public Administration	2001	Master in Public Administration	2005	Doctor in Public Administration		Public Policy and Program Administration	Permanent
3. Frivaldo, Florenda	Associate Professor III	Politics and Governance with Philippine Constitution	Bachelor of Arts in Political Science	1989	Master of Science in Management major in Public Administration	2001	Doctor in Public Administration	2011	Corporate Social Responsibility in Public Administration	Permanent
4. Martirez, Jean Paul	Instructor III	Politics and Governance with Philippine Constitution	Bachelor of Arts in Political Science with option in International Relations		Master in Public Administration	2017			Philippine Public Administration	Permanent
5. Oliver, Therese Marie	Assistant Professor I	Politics and Governance with Philippine Constitution	Bachelor in Business Management	1987	Master in Public Administration	2005			Office Systems Management in Public Administration	Permanent
6. Soriano, Elmer M.	Associate Professor I	Politics and Governance with Philippine Constitution	Bachelor in Political Science with option in	1999	Master in Public Administration	2005			Politics and Administration	Permanent



**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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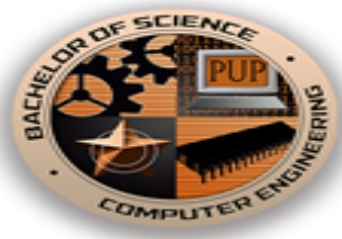
7. Umali, Antonius C.	Associate Professor V	Politics and Governance with Philippine Constitution	International Relations Bachelor of Arts in Political Science	1989	Master in Public Administration	2000				Public Policy and Program Administration	Permanent
<b>Part-time</b>											
1. Anyayahan, Cecile	Part-time Instructor		Bachelor in Public Administration and Governance		Master of Human Resource Management Master in Public Administration					Human Resource Management	
2. Catli, Roberto	Special Lecturer	Politics and Governance	AB Political Science		Master in Public Administration					Strategic Management Public Fiscal Administration Public Policy and Program Administration Public Accounting and Budgeting	Part-time
3. De Claro, Noreli	Part-time Instructor	Politics and Governance with Philippine Constitution	Bachelor of Arts in Journalism	1999	Bachelor of Laws	2004				Ethics and Accountability in Public Service Administrative Law	Part-time
4. Dili, Ramces	Part-time Instructor	Philippine Politics and Governance	Bachelor of Arts in History	2003	Master of Arts in Sustainable Development	2016 2017				Methods of Research in Public Administration	Part-time





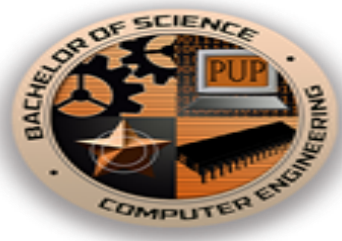
**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**COLLEGE OF ENGINEERING**  
**COMPUTER ENGINEERING DEPARTMENT**

		The Contemporary World			Master of Arts in ASEAN Studies				Sustainable Development	
5. Gonzales, Alexander	Part-time Instructor		Bachelor in Political Science with option in International Relations	1999	Master in Public Administration	2006	Doctor in Public Administration	2015	Public Policy and Program Administration	Part-time
6. Ibañez, Florino	Special Lecturer	Politics and Governance					Doctor in Public Administration		Public Administration History	Part-time
7. La Puebla, Ferdinand	Part-time Instructor	Philippine Politics and Governance The Contemporary World	Bachelor of Arts in Social Sciences Major in Behavioural Science	1999	Master of Arts in Health Policy Studies  Master in Media Governance	2007  2011			Methods of Research in Public Administration Organizational Development Human Behavior in Organization	Part-time
8. Malitan, Mark Anthony	Special Lecturer		Bachelor in Public Administration and Governance	2007	Master in Public Administration  Master of Training and Development	2010  2014			Public Personnel Administration Strategic Planning	Part-time
9. Edwin C. Monares	Part-time Instructor	Politics and Governance w/ Philippine Constitution	AB Political Science		Master in Public Administration		Doctor in Public Administration		Local Government/ Fiscal Administration/ Policy Research	Part-time
10. Par, Joel	Part-time Instructor	Philippine Politics and Governance	Bachelor of Arts in Political Science with option in International Relations	1995	Bachelor of Laws				Local Government and Regional Administration	Part-time



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11. Pia, Zenaida		Philippine Politics and Governance	Bachelor of Science in Commerce Bachelor of Laws		Master of Arts in Asian Studies		Doctor in Public Administration			
12. Verzosa, Angelito Nino Jr.	Part-time Instructor		Bachelor in Public Administration and Governance	2012	Master in Public Administration	2017			Public Fiscal Administration Public Accounting and Budgeting Public Enterprise	Part-time

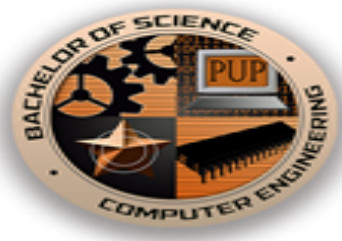


**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

COLLEGE: SCIENCE  
DEPARTMENT : PHYSICAL SCIENCES

Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S						License No. (if any)	Field of Specialization	Status	
			Bachelors	Year Earned	Masters	Year Earned	Doctorate	Year Earned				
Cambiador, Christian Jay	Instructor 1	STS	Bachelor Science Chemistry	of in		Master of Science in Chemistry	2018			Chemist	Chemistry	Part-Time
Pedral, Jeremiah	Instructor 1	STS	Bachelor Science Chemistry Education	of in		Master of Science in Chemistry(ongoing)				LET	Chemistry	Part-Time
Vilela, Dahrell	Instructor 1	STS	Bachelor Science Chemistry	of in		Master of Science in Chemistry(ongoing)				Chemist	Chemistry	Part-Time
Lacsa, Florence Joie	Instructor 1	STS	Bachelor Science Chemical Engineering	of in		Master of Science in Chemistry	2018			LET/ChemEngg	Chemistry	Part-Time
Peralta, Henry	Instructor 1	STS	Bachelor Science Chemical Engineering	of in		Master of Science in Chemistry				ChemEngg	Chemistry	Part-Time

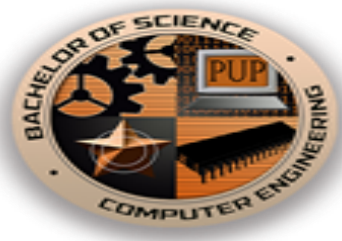




**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**COLLEGE OF ENGINEERING**  
**COMPUTER ENGINEERING DEPARTMENT**

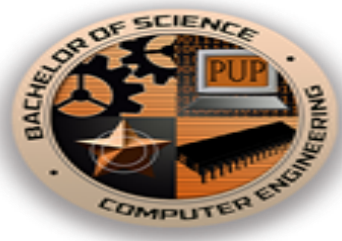
**COLLEGE:** College of Social Sciences and Development  
**DEPARTMENT:** Department of Sociology and Anthropology

Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATIONS						License No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Years Earned	Doctorate	Year Earned			
ABLETIS, John Nicer	N/A	Contemporary World	Bachelor of Science in Sociology	2009	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
AMBION, Soraya	N/A	Contemporary World	Bachelor of Arts in Behavioral Sciences	2007	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
BALLANO, Vivencio	Associate Professor V	Contemporary World	Bachelor of Arts in English	1985	Master of Arts in Theology	1992	Doctorate of Philosophy in Sociology	2011	N/A	Sociology of Law, Theology	Regular
CALIWAN, Emmanuel	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2010	Juris Doctor	On-Going	N/A	N/A	N/A	Sociology, Law	Part-Time
CIAR, Renante	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2008	Master of Arts in Malikhaing Pagsulat	On-Going	N/A	N/A	N/A	Sociology	Part-Time
CODERA, William Barry	N/A	Contemporary World	Bachelor of Arts in Political Science	2013	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
DALUPANG, John Paolo	N/A	Contemporary World	Bachelor of Arts in Social Sciences	2003	Master of Science in Environmental Technology	2005	Doctorate of Philosophy in Sociology	On-Going	N/A	Sociology	Part-Time
FARINAS, Rhoel	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2017	Master in Applied Sociology and Anthropology	On-Going	N/A	N/A	N/A	Sociology	Part-Time



**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

FELICIA, Rimando	Associate Professor II	Contemporary World	Bachelor of Science in Business Administration, Major in Economics	1984	Master in Community Development	2011	N/A	N/A	N/A	Community Development	Regular
HERRERO, Rolando	Assistant Professor IV	Contemporary World	Bachelor of Arts in Sociology	1982	Bachelor of Laws	1987	N/A	N/A	N/A	Sociology	Regular
JAMERO, Richard	N/A	Contemporary World	Bachelor of Science in Sociology	1998	Master in Public Administration	2011	N/A	N/A	N/A	Sociology	Part-Time
LAPUZ	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor in Journalism	2008	Master of Arts in Development Policy	2017	N/A	N/A	N/A	Development	Part-Time
MANALILI, Debbie Mariz	N/A	Contemporary World	Bachelor of Arts in Sociology	2014	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
MONTEMAR, Louie	Associate Professor III	Contemporary World	Bachelor of Arts in Political Science	1995	Master in Business Administration	2001	Ph.D. Candidate	N/A	N/A	Sociology	Regular
OCAMPO, Mercedes Camille	Assistant Professor IV	Contemporary World	Bachelor of Arts in Sociology	2007	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Regular
PONCE, Floramante Sir John Don King Howard	Associate Professor III	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2012	Master of Arts in Sociology	2015	MA/PhD Sociology and MA Social Anthropology	On-Going	N/A	Sociology and Anthropology	Regular
SIWA, Jane Alexandra	N/A	Contemporary World	Bachelor of Arts in Political Science	2009	Master of Arts in Demography	On-Going	N/A	N/A	N/A	Demography	Part-Time
TARCA, Marcelo Kris	N/A	Contemporary World	Bachelor of Arts in Philippine Studies, Major in Anthropology	2016	Master of Arts in Philippine Studies	On-Going	N/A	N/A	N/A	Anthropology	Part-Time

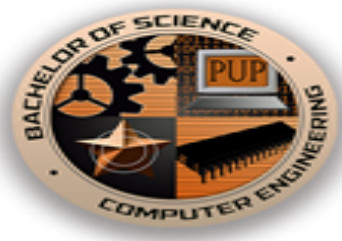


**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**COLLEGE OF ENGINEERING**  
**COMPUTER ENGINEERING DEPARTMENT**

**COLLEGE:** College of Social Sciences and Development  
**DEPARTMENT:** Department of Psychology

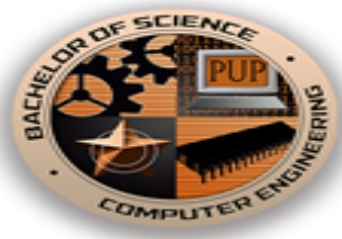
Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATIONS						License No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Years Earned	Doctorate	Year Earned			
Abat, Jose	Associate Professor V	Understanding the Self	Human Behavior Technology (Clinical Psychology)	1992	Master of Arts in Psychology	2003	N/A	N/A	N/A	Clinical Psychology	Regular
Agos, Charlon	Instructor I	Understanding the Self	BSBA-HRDM	2011	Master in Psychology	Present	N/A	N/A	N/A	Clinical Psychology	Part Time
Antonio, Girlie Rose	Instructor I	Understanding the Self, HBO	Clinical Psychology	2002	Master in Psychology - Industrial Organization Psychology	2016	-	-	-	Industrial Psychology	Part-Time
Austria, Airavie Joy DR.	Instructor III	Understanding the Self	BS Nursing	2009	Master in Psychology - Industrial Psychology	2014	N/A	N/A	N/A	Psychology	Regular
Constantino, Maria Corazon	Assistant Professor II	Understanding The Self	AB Industrial Psychology	1982	Master in Clinical Psychology	42 units	N/A			Industrial Psychology	Regular
Decin, Zaila	Instructor I	Understanding the Self	Psychology	1996	Master in Psychology - Industrial Psychology	2016	-	-	8427	Industrial Psychology	Part-Time
Entienza, Christ Michael	Instructor I	Understanding the Self, DIASS, PD, PR2	AB Psychology	2009	Masters in Psychology - Counseling	2017	-	-	0012437	Counseling	Part-Time
Lopiga, Rodrigo	Instructor III	Understanding the Self, PR	Clinical Psychology	1997	Master in Psychology -	2006	Doctor in Educational Management	2017	0000010	Clinical Psychology	Regular





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**COMPUTER ENGINEERING DEPARTMENT**

Mallari, Nicolas T.	Associate Professor V	Understanding the Self	Industrial Psychology	1992	Clinical Psychology Master in Psychology - School Psychology	2001	Human Resource Management	2010	-	Psychology	Regular
Manansala, Lorraine Charmayne S.	Instructor I	Understanding the Self	Psychology	2012	Master in Psychology - Clinical Psychology	2016	Ph.D in Psychology	Start-August, 2018	0004438	Psychology	Regular
Manda, Aimee Rose	Instructor I	Understanding the Self, HBO	BS Clinical Psychology	-	Master in Clinical Psychology	-	PhD in Psychology	On-going	-	Clinical Psychology	Part-Time
Morales, Timothy	Instructor I	Understanding the Self, HBO, PR2	Clinical Psychology	2015	Master in Psychology - Clinical Psychology	Present	-	-	0002789	Clinical Psychology	Part-Time
Nachor, Arianne Nicole	Instructor I	Understanding the Self	Industrial Organization Psychology	2015	Master in Psychology - Clinical Psychology	Present	MA	MA	3779	Psychology	Part-Time
Romero, Krisette	Instructor I	Understanding the Self, General Psychology	BS Psychology	2014	Master in Psychology - Clinical Psychology	Present	-	-	0007887	Clinical Psychology	Part-Time
Rafanan, Victoria	Instructor I	Understanding the Self	BS Psychology	2016	Master in Psychology - Clinical Psychology	Present	-	-	0008138	Clinical Psychology	Part-Time
Santos, Geraldine	Instructor III	Understanding the Self, HBO	BS Industrial Psychology	-	Master in Psychology	-	-	-	-	Industrial Psychology	Permanent
Trinidad, Felicitas C.	Instructor I	Understanding the Self	AB Psychology	2013	Masters in Psychology - Industrial	Present	-	-	-	Industrial Psychology	Part-Time



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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					Organization Psychology							
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**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

**COLLEGE:** College of Social Sciences and Development  
**DEPARTMENT:** Department of Sociology and Anthropology

Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATIONS						License No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Years Earned	Doctorate	Year Earned			
ABLETIS, John Nicer	N/A	Contemporary World	Bachelor of Science in Sociology	2009	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
AMBION, Soraya	N/A	Contemporary World	Bachelor of Arts in Behavioral Sciences	2007	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
BALLANO, Vivencio	Associate Professor V	Contemporary World	Bachelor of Arts in English	1985	Master of Arts in Theology	1992	Doctorate of Philosophy in Sociology	2011	N/A	Sociology of Law, Theology	Regular
CALIWAN, Emmanuel	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2010	Juris Doctor	On-Going	N/A	N/A	N/A	Sociology, Law	Part-Time
CIAR, Renante	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2008	Master of Arts in Malikhayang Pagsulat	On-Going	N/A	N/A	N/A	Sociology	Part-Time
CODERA, William Barry	N/A	Contemporary World	Bachelor of Arts in Political Science	2013	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
DALUPANG, John Paolo	N/A	Contemporary World	Bachelor of Arts in Social Sciences	2003	Master of Science in Environmental Technology	2005	Doctorate of Philosophy in Sociology	On-Going	N/A	Sociology	Part-Time
FARINAS, Rhoel	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2017	Master in Applied Sociology and Anthropology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
FELICIA, Rimando	Associate Professor II	Contemporary World	Bachelor of Science in Business Administration, Major in Economics	1984	Master in Community Development	2011	N/A	N/A	N/A	Community Development	Regular
HERRERO, Rolando	Assistant Professor IV	Contemporary World	Bachelor of Arts in Sociology	1982	Bachelor of Laws	1987	N/A	N/A	N/A	Sociology	Regular





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**COLLEGE:** College of Social Sciences and Development  
**DEPARTMENT:** Department of Sociology and Anthropology

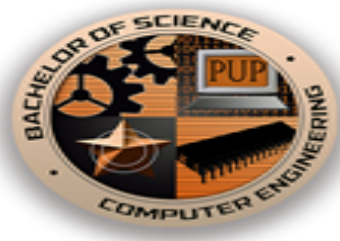
Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATIONS						License No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Years Earned	Doctorate	Year Earned			
ABLETIS, John Nicer	N/A	Contemporary World	Bachelor of Science in Sociology	2009	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
AMBION, Soraya	N/A	Contemporary World	Bachelor of Arts in Behavioral Sciences	2007	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
BALLANO, Vivencio	Associate Professor V	Contemporary World	Bachelor of Arts in English	1985	Master of Arts in Theology	1992	Doctorate of Philosophy in Sociology	2011	N/A	Sociology of Law, Theology	Regular
CALIWAN, Emmanuel	N/A	Sosyolohiya, Kultura at Paggpapamilya	Bachelor of Science in Sociology	2010	Juris Doctor	On-Going	N/A	N/A	N/A	Sociology, Law	Part-Time
CIAR, Renante	N/A	Sosyolohiya, Kultura at Paggpapamilya	Bachelor of Science in Sociology	2008	Master of Arts in MalikhhaingPagsulat	On-Going	N/A	N/A	N/A	Sociology	Part-Time
CODERA, William Barry	N/A	Contemporary World	Bachelor of Arts in Political Science	2013	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
DALUPANG, John Paolo	N/A	Contemporary World	Bachelor of Arts in Social Sciences	2003	Master of Science in Environmental Technology	2005	Doctorate of Philosophy in Sociology	On-Going	N/A	Sociology	Part-Time
FARINAS, Rhoel	N/A	Sosyolohiya, Kultura at Paggpapamilya	Bachelor of Science in Sociology	2017	Master in Applied Sociology and Anthropology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
FELICIA, Rimando	Associate Professor II	Contemporary World	Bachelor of Science in Business Administration, Major in Economics	1984	Master in Community Development	2011	N/A	N/A	N/A	Community Development	Regular
HERRERO, Rolando	Assistant Professor IV	Contemporary World	Bachelor of Arts in Sociology	1982	Bachelor of Laws	1987	N/A	N/A	N/A	Sociology	Regular



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JAMERO, Richard	N/A	Contemporary World	Bachelor of Science in Sociology	1998	Master in Public Administration	2011	N/A	N/A	N/A	Sociology	Part-Time
LAPUZ	N/A	Sosyolohiya, Kultura at Pagpapamilya	Bachelor in Journalism	2008	Master of Arts in Development Policy	2017	N/A	N/A	N/A	Development	Part-Time
MANALILI, Debbie Mariz	N/A	Contemporary World	Bachelor of Arts in Sociology	2014	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Part-Time
MONTEMAR, Louie	Associate Professor III	Contemporary World	Bachelor of Arts in Political Science	1995	Master in Business Administration	2001	Ph.D. Candidate	N/A	N/A	Sociology	Regular
OCAMPO, Mercedes Camille	Assistant Professor IV	Contemporary World	Bachelor of Arts in Sociology	2007	Master of Arts in Sociology	On-Going	N/A	N/A	N/A	Sociology	Regular
PONCE, Floramante Sir John Don King Howard	Associate Professor III	Sosyolohiya, Kultura at Pagpapamilya	Bachelor of Science in Sociology	2012	Master of Arts in Sociology	2015	MA/PhD Sociology and MA Social Anthropology	On-Going	N/A	Sociology and Anthropology	Regular
SIWA, Jane Alexandra	N/A	Contemporary World	Bachelor of Arts in Political Science	2009	Master of Arts in Demography	On-Going	N/A	N/A	N/A	Demography	Part-Time
TARCA, Marcelo Kris	N/A	Contemporary World	Bachelor of Arts in Philippine Studies, Major in Anthropology	2016	Master of Arts in Philippine Studies	On-Going	N/A	N/A	N/A	Anthropology	Part-Time





**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

**NSTP-CWTS Faculty Profile  
AY 2018-2019**

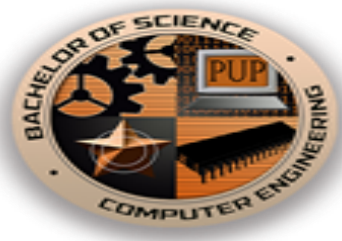
Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S						License No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Year Earned	Doctorate	Year Earned			
AGUILAR, JENNIFOR L.	Assoc. Prof II	CWTS	Bachelor of Arts in Filipino	-	Master of Arts in Filipino	-	Doctor in Education	-	NA	Education	Permanent
AGUILAR, HERMELINE B.	Instructor I	CWTS	BACE	2005	Master if Arts in Filipino	2015	Ph.D. Bilingual	On-going	NA	Education	Permanent
AMATA, MARIA LEONILA C.	NA	CWTS	Bachelor in Computer Data Processing Management	1996	Master in Educational Management	2017	NA	NA	1584063	Education Management	Permanent
BAUTISTA, CHRISTINE JOYCE S.	NA	CWTS	Bachelor in Computer Data Processing Management	2000	Master in Educational Management	2015	NA	NA	1646807	Education Management	Casual
BERNARDINO, ROSEMARIE R.	NA	CWTS	Bachelor in Applied Statistics	2011	Master in Educational Management	On-going	NA	NA	NA	Educational Management	Permanent
BLEZA, DORIS G.	NA	CWTS	Bachelor in Business Education	1989	Master in Public Administration	2012	NA	NA	0309525	Public Administration	Permanent
CABADDU, BAYANI C.	NA	CWTS	Bachelor of Science in Entrepreneurial Management	2006	Master in Educational Management	On-going	NA	NA	NA	Educational Management	Permanent
CASTILLO, MARY JOY A.	-	CWTS	BatsilyerngArtesaFilipinolohiya	1991	Master of Arts in Filipino	2005	NA	NA	NA	Filipinolohiya	Permanent
CAYABAN, KATRINA JOY DL.	NA	CWTS	Bachelor of Science in International Travel and Tourism Management	2016	NA	NA	NA	NA	NA	Tourism Management	Casual
DANTING, JOEY T.	Instructor I	CWTS	Bachelor in Elementary Education – Gen Ed	-	Master of Arts in Education – Social Studies	-	NA	NA	2054397	Social Studies Education	Casual





**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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DEJITO, JESUSANA S.	NA	CWTS	Bachelor in Office Administration	1997	Master in Educational Management	2015	NA	NA	1646897	Educational Management	Permanent
DELA CRUZ, RUDOLF L.	NA	CWTS	Bachelor in Office Administration	2011	Master in Public Administration	On-going	NA	NA	NA	Office Administration	Permanent
DELGADO, ELDRIN P.	NA	CWTS	Bachelor in Cooperatives	2015	Master in Business Education	On-going	NA	NA	NA	Cooperatives	Casual
DITA, KRISTEL JOY R.	NA	CWTS	Bachelor in Banking and Finance	2007	Master in Public Administration	2015	NA	NA	NA	Finance	Permanent
FABI, OLIVIA C.	NA	CWTS	Bachelor in Business Administration major in Management		Master in Public Administration		NA	NA	NA	Public Administration	Permanent
FERNANDO, ELIZABETH C.	NA	CWTS	Bachelor in Business Education	1993	Master in Educational Management	2011	NA	NA	1541262	Business Education	Permanent
HERBOLARIO, RONRICO L.	NA	CWTS	Bachelor in Office Administration	2006	Master in Public Administration	On-going	NA	NA		Public Administration	Permanent
JACOLBIA, ROVELINA B.	Assoc. Prof. II	CWTS	Bachelor in Business Education	1988	Master in Business Education	1995	Doctor in Educational Management	2008	0065224	Business Education	Permanent
LIM, ANALYN P.	NA	CWTS	Bachelor in Business Education	1994	Master in Public Administration	On-going	NA	NA	0304512	Public Administration	Permanent
MOCORRO, MENI B.	NA	CWTS	Bachelor of Science in Nursing	2006	Master in Public Administration	On-going	NA	NA	0396794	Public Administration	Casual
PADA, ALJON G.	NA	CWTS	Bachelor in Business Teacher Education	2016	Master in Business Education	On-going	NA	NA	1543644	Business Education	Casual
PALILLO, ROBERTO S.	NA	CWTS	Bachelor in Entrepreneurial Management	2006	Master in Educational Management	On-going	NA	NA	NA	Entrepreneurial Management	Permanent
PIGON, CHERRY GRACE B.	NA	CWTS	Bachelor of Science in Entrepreneurship	2017	Master in Business Administration	On-going	NA	NA	NA	Business Administration	Permanent



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RAMISCAL, BARSILISA B.	NA	CWTS	Bachelor in Advertising and Public Relation	2000	Master in Educational Management	On-going	NA	NA	NA	Advertising	Casual
SALVACION, AIZEL S.	NA	CWTS	Bachelor in Applied Statistics	2010	Master in Educational Management	On-going	NA	NA	NA	Educational Management	Casual
SORIANO, RAYAN C.	NA	CWTS	Bachelor of Arts in Marketing	1997	Master in Communication	On-going	NA	NA	NA	Marketing / Communicati on	Permanent
TADEO, CANDICE SHEENA E.	NA	CWTS	Bachelor of Science in Nursing	2010	NA	NA	NA	NA	0686325	Medicine	Casual
TEPACE, FRANCIS NICOLE B.	NA	CWTS	Bachelor in Business Teacher Education	2016	Master in Business Education	On-going	NA	NA	1583675	Business Education	Casual

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 ANONAS COR. PUREZA STREETS, STA. MESA, MANILA



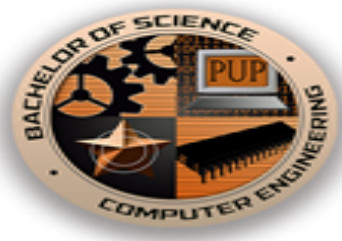


**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES**  
**COLLEGE OF ENGINEERING**  
**COMPUTER ENGINEERING DEPARTMENT**

COLLEGE: Arts and Letters  
 DEPARTMENT: Humanities and Philosophy

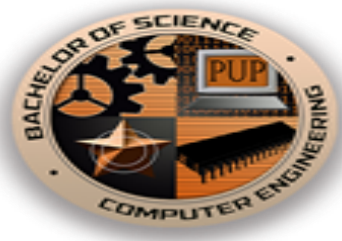
Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S						License No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Year Earned	Doctorate	Year Earned			
ALCANTARA, RANDOLPH	Assistant Prof. I	Ethics	AB PHILOSOPHY	1994	Master Philosophy in	Candidate				PHILOSOPHY	PERMANENT
ANISCO, ELMER	Instructor I	Art Appreciation World Literature	BS ARCHITECTURE AB PHILOSOPHY	1997 2006	Master of Arts in Filipino	Ongoing				HUMANITIES and THEATRE ARTS	PART TIME
ANGOLUAN, MARY SARAH	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2016	Master Philosophy in	Ongoing				PHILOSOPHY	PART TIME
AQUENDE, CHRISTINE MARIE	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2016	Master Environmental Education in	Ongoing			LET	PHILOSOPHY	PART TIME
AREVALO, ARCHIE	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2016	Master Philosophy in	Ongoing			LET	PHILOSOPHY	PART TIME
BARTILET, JEFFREY	Assoc. Prof. I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY Minor in Sociology	2004	Master of Arts in Philosophy	2011	PhD. in Philosophy	Candidate		PHILOSOPHY	PERMANENT
BAUN, NELSON	Assistant Prof. I	Art Appreciation,	AB PHILOSOPHY	2003	Master in Public Administration	2016				PHILOSOPHY	PERMANENT





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BOLANOS, KRISTOFFER	Assistant Prof. I	Ethics, and World Literature Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2001	Master of Arts in Philosophy	2009	PhD. in Philosophy	Ongoing		PHILOSOPHY	PERMANENT
BUCALA, PRINCESS	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2016	Master in Education Major Educational Management	Ongoing			LET	PHILOSOPHY	PART TIME
BUENO, WERLLIE	Instructor I	Art Appreciation World Literature	AB MASS COMMUNICATION	2001	Master in Communication	2018				HUMANITIES and LITERATURE	PERMANENT
CABRERA, DINO TRISTAN	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2006	Master of Arts in Philosophy	2016				PHILOSOPHY	PART TIME
CENTENO, RODERICK	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY		Master of Arts in Philosophy	Candidate				PHILOSOPHY	PART TIME
DELA CRUZ, LEONARDO	Instructor I	Art Appreciation	BS ACCOUNTANCY	1993	Master in Communication	2018				HUMANITIES	PART TIME
DE LOYOLA, RONEL	Instructor I	Art Appreciation, Ethics, and	AB PHILOSOPHY	2016	Master of Arts in Philosophy	Ongoing				PHILOSOPHY	PART TIME



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DEMIAO, RIO	Instructor I	World Literature Art Appreciation World Literature	BS EDUCATION Major in English Minor in Math	2009	Master of Arts in Teaching English and Literature	2015	Doctor in Educational Management	Ongoing		HUMANITIES and LITERATURE	PART TIME
DE VEGA, JOSE MARIO	Instructor I	Ethics, Logic, Philosophy	AB Political science	1999	Master of Arts in Philosophy	2004	PhD. in Philippine Studies Major in Philosophy and Literature	Ongoing		PHILOSOPHY	PART-TIME
DEYTO, JEFFREY	Instructor I	Art Appreciation World Literature	BS Clinical Psychology	2011	Master of Arts in Media Studies	Ongoing				LITERATURE	PART TIME
DOCTOR, MEL MATTHEW	Instructor I	Art Appreciation World Literature	AB ENGLISH	2016	Master of Arts in Creative Writing	Ongoing				LITERATURE	PART TIME
DUEZA, OLIVER	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2015	Master in Educational Management	Ongoing				PHILOSOPHY	PART TIME
GALERO, FRITZ	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2003	Bachelor of Laws	2011				PHILOSOPHY	PERMANENT
GALORPO, DARIUS	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY Minor in Sociology	2003	Master of Arts in Philosophy	Candidate				PHILOSOPHY	PART TIME
GONZALES, REAGAN	Instructor I	Art Appreciation, Ethics, and	AB PHILOSOPHY	2007	Master of Arts in Philosophy	Candidate				PHILOSOPHY	PART TIME



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GUARIN, VINCENT	Instructor I	World Literature Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY		Master of Arts in Philosophy	Candidate				PHILOSOPHY	PART TIME
GUILLERMO, EDWIN	Instructor I	Art Appreciation, World Literature	BS Education Major in Art Education Major in Theater Arts	2000	Master of arts in Art Education	Ongoing		LET		HUMANITIES and THEATER ARTS	PART-TIME
JIMENEZ, JAYSON	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2013	Master of Arts in Philosophy	2017				PHILOSOPHY	PERMANENT
MALABANAN, JALAINE JOYCE	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2013	Master Educational Management	2018				PHILOSOPHY	PART TIME
MENDOZA, MARY JANE	Assoc. Prof. I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY Minor in Sociology	1997	Master of Arts in Philosophy	2006	Doctor in Public Administration	Ongoing		PHILOSOPHY	PERMANENT
MIRASOL, CARLOS LENIN	Instructor I	Art Appreciation World Literature	BS TOURISM MANAGEMENT	2011	Master of Arts in MalikhaingPagsulat	Ongoing				HUMANITIES and LITERATURE	PART TIME
OGATIS, GERLIE	Instructor I	Art Appreciation, Ethics, and World Literature	BS SOCIAL SCIENCES Majors in Philosophy and Political Science	2000	Master of Arts in Philosophy	2007	PhD. in Philosophy	Ongoing		PHILOSOPHY	PERMANENT





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ONG, JANZL	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2015	Juris Doctor	Ongoing				PHILOSOPHY	PART TIME
PARAMBITA, LOIDA	Instructor II	Art Appreciation World Literature	BS ACCOUNTANCY	1987	Master of Arts in English Language Teaching	2015	PhD. In Literature - English Stream	Ongoing		HUMANITIES and LITERATURE	PERMANENT
PINALAS, JOEY	Assoc. Prof. V	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY/ LITERATURE	1984	Masters of Arts in Educational Management	2005	PhD. Environmental Studies in	Ongoing		PHILOSOPHY and LITERATURE	PERMANENT
REYES, PEDRO CRUZ JR.	Special Lecturer	Art Appreciation World Literature	AB POLITICAL SCIENCE	1969	Master of Arts in Creative Writing (MalikhaingPasulat)	1999	PhD. in Creative Writing (MalikhaingPagsulat)	2008		HUMANITIES and LITERATURE	PART TIME
RIVAS, VIRGILIO	Assoc. Prof. V	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	1996	Master of Arts in Philosophy	2011	PhD. in Philosophy	Ongoing		PHILOSOPHY	PERMANENT
SUNGA, AGNES	Assistant Prof. I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY Minor in Sociology	2001	Master in Communication in Philosophical Research	2012 Ongoing	PhD. In Philosophy	Ongoing		PHILOSOPHY	PERMANENT
TOROY, ZALDY	Instructor I	Ethics World Literature			Master in Philosophy Master in Religious Studies					PHILOSOPHY	PART TIME
TUIBEO, AMABLE	Special Lecturer	Ethics	BS EDUCATION	1960 1971	Master in Philosophy	1971	PhD. in Philosophy	Units Earned		PHILOSOPHY	PART TIME

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VILLAFUERTE, JESUS EMMANUEL	Instructor I	World Literature Humanities	BACHELOR OF PHILOSOPHY AB HISTORY	2012	Master of Arts in Literary and Cultural Studies	Ongoing				HUMANITIES and LITERATURE	PART-TIME
VITALES, HAZEL MARIE	Instructor I	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY	2015	Master of Arts in Philosophy	2018				PHILOSOPHY	PERMANENT
VIRAY, JOSEPH REYLAN	Assoc. Prof. III	Art Appreciation, Ethics, and World Literature	AB PHILOSOPHY Minor in Sociology	2003	Bachelor of Laws	2007				PHILOSOPHY	PERMANENT



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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PA 52.2

S.2 Other qualifications such as the following are considered:

S.2.2. Licensure

Documents attached:

- PROFESSIONAL IDENTIFICATION CARD
- GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS
- FACULTY MANUAL
- GENERAL EDUCATION FACULTY PROFILE
- FACULTY PROFILE MATRIX INVOLVED IN A PROGRAM (GENERAL EDUCATION FACULTY)





POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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**COMPUTER ENGINEERING DEPARTMENT**

The Bachelor of Science in Computer Engineering is a non-board program that means a professional license is not a requirement for a teaching position.

Part-time faculty members in the Computer Engineering Department who belongs to a board course program like Electronics Engineering have passed the professional board examination.



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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**COMPUTER ENGINEERING DEPARTMENT**



Professional Regulation Commission  
P. Paredes St., Sampaloc, Manila 1008, Philippines  
www.prc.gov.ph (632) 7362248 / 3102009

**CERTIFICATION**

This is to certify that the person whose name, photograph, and signature appear herein is a duly registered professional, legally authorized to practice his/her profession with all the rights and privileges appurtenant thereto.

This is to certify further that he/she is a professional in good standing and that his/her certificate of registration/professional license has not been suspended, revoked, or withdrawn.

Signature of Professional: *[Signature]*  
TEOFILO S. PILANDO, JR.  
CHAIRMAN



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
**COMPUTER ENGINEERING DEPARTMENT**

LIFTED FROM UNIVERSITY POLICIES AND GUIDELINES OVPAA P.28-30

**GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS**

In the interest of the service and as a matter of policy, the following guidelines for the selection and hiring of new faculty members shall be strictly followed to ensure academic excellence:

**1. APPLICANTS MUST POSSESS THE FOLLOWING QUALIFICATIONS:**

- 1.1. Personal
  - 1.1.1. They must be mentally, physically, emotionally, and morally fit;
  - 1.1.2. They must have a wholesome, acceptable, and pleasing personality;
  - 1.1.3. They must exhibit self-confidence; and
  - 1.1.4. They must have a very satisfactory communication skills in English and/or Filipino
- 1.2. Educational
  - 1.2.1. They must be holders of a master's degree, the specialization being related to the field in which they shall be hired to teach; and
  - 1.2.2. Where no applicants are master's degree holders, bachelor's degree holders may be considered in accordance with the following priority scheme:
    - 1.2.2.1. Bachelor's degree holders with academic honors such as Summa Cum Laude, Magna Cum Laude, or Cum Laude and with one-year teaching experience or its equivalent;
    - 1.2.2.2. Bachelor's degree holders who belong to the first ten successful board examinees and who have a one-year teaching experience or its equivalent;
    - 1.2.2.3. Bachelor's degree holders who have passed the required board examination and who have actively practiced their professions for at least one year or its equivalent; and
    - 1.2.2.4. Bachelor's degree holders who have been in collegiate teaching on a full-time basis and who have engaged in educational research for at least one year.
- 1.3. Professional/ Employment Experience
  - 1.3.1. They must have at least one year of college teaching experience;
  - 1.3.2. If without any teaching experience, they must have a minimum of one year of professional experience related to their field of specialization;
  - 1.3.3. They must have at least a very satisfactory performance rating in their previous employment;
  - 1.3.4. Where a course or academic program requires a licensure examination, the teaching applicants must possess the required or appropriate license; and
  - 1.3.5. The two-year college teaching experience may be waived in favor of qualified graduates with an appropriate master's degree.





POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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**CRITERIA FOR SELECTION OF FACULTY MEMBERS**

Name of Applicant \_\_\_\_\_ Age \_\_\_\_ Civil Status \_\_\_\_\_  
Highest Degree Earned \_\_\_\_\_  
Educational Institution \_\_\_\_\_  
Year Graduated \_\_\_\_\_ Other Degrees \_\_\_\_\_  
Additional Units Earned \_\_\_\_\_  
Area of Specialization: Major: \_\_\_\_\_  
Minor: \_\_\_\_\_

**A. Qualified Qualifications** (maximum rating) 70%

1. Academic Preparation	20%
Ph.D	20%
MA-MS	15%
BS	10%
2. Grasp of Subject Matter (interview)	15%
3. Related Work Experience	15%
4. College Teaching Experience	10%
5. Writing or Research Skills	10%

**B. Interview Factors** (maximum rating) 30%

1. Personality	10%
2. Communication Skills	10%
3. Social Awareness	5%
4. Motivations	5%
<b>Total</b>	<b>100%</b>



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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**COMPUTER ENGINEERING DEPARTMENT**



# FACULTY MANUAL

Prepared by  
PUP Department of Research, Planning & Development



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
**COMPUTER ENGINEERING DEPARTMENT**

## General Education Faculty Profile





**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
COMPUTER ENGINEERING DEPARTMENT**

COLLEGE: SCIENCE  
DEPARTMENT : PHYSICAL SCIENCES

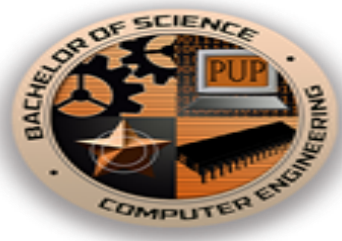
Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATION/S					License No. (if any)	Field of Specialization	Status	
			Bachelors	Year Earned	Masters	Year Earned	Doctorate				Year Earned
Cambiador, Christian Jay	Instructor 1	STS	Bachelor of Science in Chemistry		Master of Science in Chemistry	2018			Chemist	Chemistry	Part-Time
Pedral, Jeremiah	Instructor 1	STS	Bachelor of Science in Chemistry Education		Master of Science in Chemistry (on-going)				LET	Chemistry	Part-Time
Vilela, Dahrell	Instructor 1	STS	Bachelor of Science in Chemistry		Master of Science in Chemistry (on-going)				Chemist	Chemistry	Part-Time
Lacsa, Florence Joie	Instructor 1	STS	Bachelor of Science in Chemical Engineering		Master of Science in Chemistry	2018			LET/ChemEngg	Chemistry	Part-Time
Peralta, Henry	Instructor 1	STS	Bachelor of Science in Chemical Engineering		Master of Science in Chemistry				ChemEngg	Chemistry	Part-Time



**POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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COMPUTER ENGINEERING DEPARTMENT**

**COLLEGE:** College of Social Sciences and Development  
**DEPARTMENT:** Department of Psychology

Name	Academic Rank	General Education Course/s Taught	EDUCATIONAL QUALIFICATIONS						License No. (if any)	Field of Specialization	Status
			Bachelors	Year Earned	Masters	Years Earned	Doctorate	Year Earned			
Abat, Jose	Associate Professor V	Understanding the Self	Human Behavior Technology (Clinical Psychology)	1992	Master of Arts in Psychology	2003	N/A	N/A	N/A	Clinical Psychology	Regular
Agos, Charlon	Instructor I	Understanding the Self	BSBA-HRDM	2011	Master in Psychology	Present	N/A	N/A	N/A	Clinical Psychology	Part Time
Antonio, Girlie Rose	Instructor I	Understanding the Self, HBO	Clinical Psychology	2002	Master in Psychology - Industrial Organization Psychology	2016	-	-	-	Industrial Psychology	Part-Time
Austria, Airavie Joy DR.	Instructor III	Understanding the Self	BS Nursing	2009	Master in Psychology - Industrial Psychology	2014	N/A	N/A	N/A	Psychology	Regular
Constantino, Maria Corazon	Assistant Professor II	Understanding The Self	AB Industrial Psychology	1982	Master in Clinical Psychology	42 units	N/A			Industrial Psychology	Regular
Decin, Zaila	Instructor I	Understanding the Self	Psychology	1996	Master in Psychology - Industrial Psychology	2016	-	-	8427	Industrial Psychology	Part-Time
Entienza, Christ Michael	Instructor I	Understanding the Self, DIASS, PD, PR2	AB Psychology	2009	Masters in Psychology - Counseling	2017	-	-	0012437	Counseling	Part-Time
Lopiga, Rodrigo	Instructor III	Understanding the Self, PR	Clinical Psychology	1997	Master in Psychology -	2006	Doctor in Educational Management	2017	0000010	Clinical Psychology	Regular



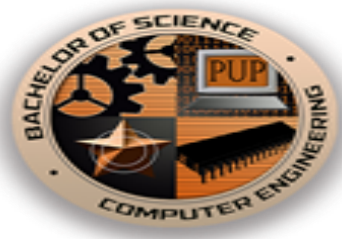
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Mallari, Nicolas T.	Associate Professor V	Understanding the Self	Industrial Psychology	1992	Clinical Psychology Master in Psychology - School Psychology	2001	Human Resource Management	2010	-	Psychology	Regular
Manansala, Lorraine Charmayne S.	Instructor I	Understanding the Self	Psychology	2012	Master in Psychology - Clinical Psychology	2016	Ph.D in Psychology	Start-August, 2018	0004438	Psychology	Regular
Manda, Aimee Rose	Instructor I	Understanding the Self, HBO	BS Clinical Psychology	-	Master in Clinical Psychology	-	PhD in Psychology	On-going	-	Clinical Psychology	Part-Time
Morales, Timothy	Instructor I	Understanding the Self, HBO, PR2	Clinical Psychology	2015	Master in Psychology - Clinical Psychology	Present	-	-	0002789	Clinical Psychology	Part-Time
Nachor, Arianne Nicole	Instructor I	Understanding the Self	Industrial Organization Psychology	2015	Master in Psychology - Clinical Psychology	Present	MA	MA	3779	Psychology	Part-Time
Romero, Krisette	Instructor I	Understanding the Self, General Psychology	BS Psychology	2014	Master in Psychology - Clinical Psychology	Present	-	-	0007887	Clinical Psychology	Part-Time
Rafanan, Victoria	Instructor I	Understanding the Self	BS Psychology	2016	Master in Psychology - Clinical Psychology	Present	-	-	0008138	Clinical Psychology	Part-Time
Santos, Geraldine	Instructor III	Understanding the Self, HBO	BS Industrial Psychology	-	Master in Psychology	-	-	-	-	Industrial Psychology	Permanent
Trinidad, Felicitas C.	Instructor I	Understanding the Self	AB Psychology	2013	Masters in Psychology - Industrial	Present	-	-	-	Industrial Psychology	Part-Time

(02) 8713 5968 | [dcoe\\_chair@gmail.com](mailto:dcoe_chair@gmail.com)  
 RM322 CEA BLDG. NDC COMPOUND,  
 ANONAS COR. PUREZA STREETS, STA. MESA, MANILA







POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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					Organization Psychology						
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S.2 Other qualifications such as the following are considered:

S.2.3. specialization

Documents attached:

- GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS
- FACULTY MANUAL



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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LIFTED FROM UNIVERSITY POLICIES AND GUIDELINES OVPA P.28-30

**GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS**

In the interest of the service and as a matter of policy, the following guidelines for the selection and hiring of new faculty members shall be strictly followed to ensure academic excellence:

**1. APPLICANTS MUST POSSESS THE FOLLOWING QUALIFICATIONS:**

- 1.1. Personal
  - 1.1.1. They must be mentally, physically, emotionally, and morally fit;
  - 1.1.2. They must have a wholesome, acceptable, and pleasing personality;
  - 1.1.3. They must exhibit self-confidence; and
  - 1.1.4. They must have a very satisfactory communication skills in English and/or Filipino
- 1.2. Educational
  - 1.2.1. They must be holders of a master's degree, the specialization being related to the field in which they shall be hired to teach; and
  - 1.2.2. Where no applicants are master's degree holders, bachelor's degree holders may be considered in accordance with the following priority scheme:
    - 1.2.2.1. Bachelor's degree holders with academic honors such as Summa Cum Laude, Magna Cum Laude, or Cum Laude and with one-year teaching experience or its equivalent;
    - 1.2.2.2. Bachelor's degree holders who belong to the first ten successful board examinees and who have a one-year teaching experience or its equivalent;
    - 1.2.2.3. Bachelor's degree holders who have passed the required board examination and who have actively practiced their professions for at least one year or its equivalent; and
    - 1.2.2.4. Bachelor's degree holders who have been in collegiate teaching on a full-time basis and who have engaged in educational research for at least one year.
- 1.3. Professional/ Employment Experience
  - 1.3.1. They must have at least one year of college teaching experience;
  - 1.3.2. If without any teaching experience, they must have a minimum of one year of professional experience related to their field of specialization;
  - 1.3.3. They must have at least a very satisfactory performance rating in their previous employment;
  - 1.3.4. Where a course or academic program requires a licensure examination, the teaching applicants must possess the required or appropriate license; and
  - 1.3.5. The two-year college teaching experience may be waived in favor of qualified graduates with an appropriate master's degree.





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**CRITERIA FOR SELECTION OF FACULTY MEMB**

**ERS**

Name of Applicant \_\_\_\_\_ Age \_\_\_\_ Civil Status \_\_\_\_\_  
Highest Degree Earned \_\_\_\_\_  
Educational Institution \_\_\_\_\_  
Year Graduated \_\_\_\_\_ Other Degrees \_\_\_\_\_  
Additional Units Earned \_\_\_\_\_  
Area of Specialization: Major: \_\_\_\_\_  
Minor: \_\_\_\_\_

**A. Qualified Qualifications (maximum rating) 70%**

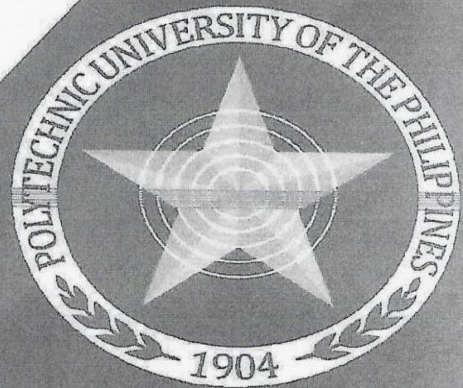
1. Academic Preparation	20%
Ph.D	20%
MA-MS	15%
BS	10%
2. Grasp of Subject Matter (interview)	15%
3. Related Work Experience	15%
4. College Teaching Experience	10%
5. Writing or Research Skills	10%

**B . Interview Factors (maximum rating) 30%**

1. Personality	10%
2. Communication Skills	10%
3. Social Awareness	5%
4. Motivations	5%
<b>Total</b>	<b>100%</b>



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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# FACULTY MANUAL

Prepared by  
PUP Department of Research, Planning & Development





POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
**COMPUTER ENGINEERING DEPARTMENT**

2

2. QUALIFICATION

2.1 General Provisions

- 2.1.1 The qualification of faculty members in the University shall be set by the Board of Regents on recommendation of the University President, and as recommended to him by the Vice President for Academic Affairs through the Executive Vice President.
- 2.1.2 No religious or political test shall be required, nor shall the religious or political beliefs of the faculty be made the subject of examination or inquiry.
- 2.1.3 Members of the faculty shall be exempt from any civil service examination as a requisite for appointment, except in some colleges/institutes where passing the professional board examination is a requirement for teaching professional courses.

2.2 Entrance Qualification

- 2.2.1 Entrance qualification differs according to requirements set by various colleges/institutes.
- 2.2.2 A minimum of a master's degree with the specific specialization, training, experience and desirable personality traits shall be required of applicants to any of the Colleges/Institutes in the University.

3. RECRUITMENT PROCEDURE

3.1 Faculty members are recruited by invitation of the University or through application by those interested to join the University:

3.1.1 By Invitation

Highly qualified persons may be invited by the President of the University to file his application for a teaching position or for future consideration to a teaching position.

3.1.2 By Application

Qualified faculty wishing to apply to any college in the University may file his application letter through any of the following:

The President of the University  
The Executive Vice President  
The Vice President for Academic Affairs  
The Dean of the College or Director of the  
Institute in which the applicant may wish to teach





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PA 5 2.4

5.2 Other qualifications such as the following are considered:

5.2.4. technical skills and competence; and

Documents attached:

- GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS



POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
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LIFTED FROM UNIVERSITY POLICIES AND GUIDELINES OVPAA P.28-30

**GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS**

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  - 1.1.3. They must exhibit self-confidence; and
  - 1.1.4. They must have a very satisfactory communication skills in English and/or Filipino
- 1.2. Educational
  - 1.2.1. They must be holders of a master's degree, the specialization being related to the field in which they shall be hired to teach; and
  - 1.2.2. Where no applicants are master's degree holders, bachelor's degree holders may be considered in accordance with the following priority scheme:
    - 1.2.2.1. Bachelor's degree holders with academic honors such as Summa Cum Laude, Magna Cum Laude, or Cum Laude and with one-year teaching experience or its equivalent;
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**CRITERIA FOR SELECTION OF FACULTY MEMBERS**

Name of Applicant \_\_\_\_\_ Age \_\_\_\_ Civil Status \_\_\_\_\_  
Highest Degree Earned \_\_\_\_\_  
Educational Institution \_\_\_\_\_  
Year Graduated \_\_\_\_\_ Other Degrees \_\_\_\_\_  
Additional Units Earned \_\_\_\_\_  
Area of Specialization: Major: \_\_\_\_\_  
Minor: \_\_\_\_\_

**A. Qualified Qualifications** (maximum rating) 70%

1. Academic Preparation	20%
Ph.D	20%
MA-MS	15%
BS	10%
2. Grasp of Subject Matter (interview)	15%
3. Related Work Experience	15%
4. College Teaching Experience	10%
5. Writing or Research Skills	10%

**B. Interview Factors** (maximum rating) 30%

1. Personality	10%
2. Communication Skills	10%
3. Social Awareness	5%
4. Motivations	5%
<b>Total</b>	<b>100%</b>





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S.2 Other qualifications such as the following are considered:

S.2.5. special abilities, computer literacy, research productivity.

Documents attached:

- GUIDELINES ON THE RECRUITMENT AND HIRING OF NEW FACULTY MEMBERS



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POLYTECHNIC UNIVERSITY OF THE PHILIPPINES  
COLLEGE OF ENGINEERING  
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