

Bachelor of Science in Environmental Science

Z S C M S T



BAGONG PILIPINAS

AREA II. FACULTY

Parameter E: Faculty Development

IMPLEMENTATION

I.1 |

The institution implements a sustainable Faculty Development Program (FDP) based on identified priorities/needs.



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
Fort Pilar, Zamboanga City

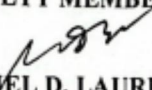
Tel No.: (062) 991-0644 Telefax: (062) 991-0777 Website: <http://www.zscmst.edu.ph>



OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Memorandum No. 71
Series of 2025

TO : COLLEGE DEANS
DEAN, GRADUATE SCHOOL
PROGRAM ADVISERS
DEPARTMENT CHAIRS
FACULTY MEMBERS

FROM : 
RACHEL D. LAURIAGA, Ph.D.
Vice President for Academic Affairs

SUBJECT : ATTENDANCE TO THE FACULTY ENHANCEMENT
TRAINING AND SEMINAR

DATE : July 25, 2025

You are directed to attend the **Faculty Enhancement Training and Seminar**, which will be conducted on July 29-30, 2025, from 8:00 AM to 5:00 PM each day at the Octagon Hall, ZSCMST.

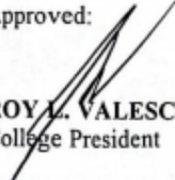
This activity aims to strengthen faculty competencies in instructional delivery, research, and extension engagement in line with our institutional goals for quality and excellence. Attendance is compulsory as part of our continuous professional development efforts.

Please come in casual attire. Further details and program flow will be disseminated prior to the event.

Your usual cooperation and active participation are highly appreciated.

Thank you.

Approved:


ROY L. VALESCO, Ph.D.
College President



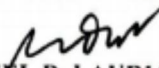
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OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Memorandum No. 72
Series of 2024

TO : ALL FACULTY MEMBERS

FROM : 
RACHEL D. LAURIAGA, Ph.D.
Vice President for Academic Affairs

SUBJECT : RESCHEDULED FACULTY ENHANCEMENT PROGRAM

DATE : October 17, 2024

Please be informed that the **Faculty Enhancement Program** originally scheduled on October 17-18, 2024 is moved to **November 13-14, 2024** at the **Octagon Hall** at this College.

To reiterate, the main aim of this activity is to promote a culture of continuous learning and professional growth among our faculty and ultimately enhance the quality of education we provide.

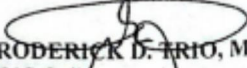
Registration will open at 8:00 am. Please refer to the attached program for more information.

We are looking forward to a fruitful engagement with you.

This memo is for your compliance.

Thank you very much.

Noted:


RODERICK D. TRIO, MAEd
OIC College President



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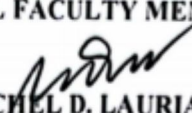
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OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Memorandum No. 082
Series of 2023

TO : COLLEGE DEANS
PROGRAM ADVISERS
ALL FACULTY MEMBERS

FROM : 
RACHEL D. LAURIAGA, Ph.D.
Vice President for Academic Affairs

SUBJECT : ATTENDANCE TO THE FACULTY DEVELOPMENT
ENHANCEMENT PROGRAM

DATE : November 06, 2023


You are hereby directed to attend the **Faculty Development Enhancement Program** on November 9-10, 2023 at the Octagon Hall. Registration will be open at 8:00 AM.

Kindly wear the white-blue institutional shirt on Day 1, and any office/business attire with the institutional jacket on Day 2 of the activity.

Please refer to the attached program for more information.

This memo is for your compliance.

Noted:


JAIME G. JALON, Ph.D.
College President



FACULTY DEVELOPMENT ENHANCEMENT PROGRAM

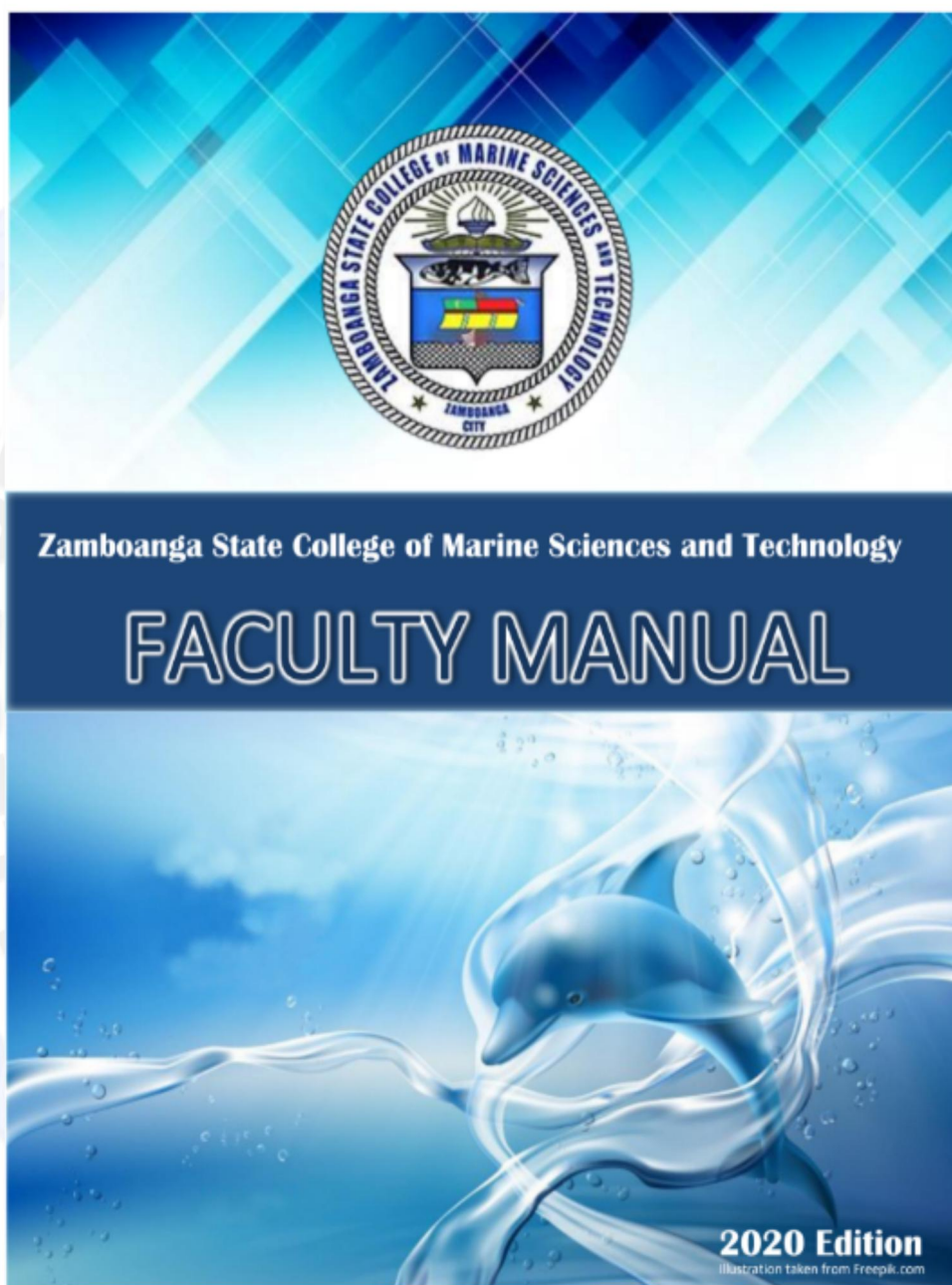
November 8 -9, 2023, Octagon Hall

DAY 1		
	Activity	Presenter/Facilitator
8:00 AM	Registration and Attendance	HRMO staff
OPENING PROGRAM		
8:30 AM	Invocation Welcoming Remarks and Statement of Purpose	Audio Visual Presentation Dr. Rachel D. Lauriaga Vice President for Academic Affairs
9:00 AM	Message	Dr. Jaime G. Jalon President
9:20 AM	Introduction of Faculty	College of Fisheries and Marine Sciences
9:35 AM	Introduction of Faculty	College of Maritime Education
9:40 AM	Introduction of Faculty	College of Education and Liberal Arts
9:50 AM	Introduction of Faculty	College of Management Technology
10:00 AM	Faculty Code of Conduct	Ms. Emma A. Santos Staff, HRMO
10:30 AM	Faculty Related Concerns	Ms. Elvie T. Abisana College Faculty Trustee
11:00 AM	College Health and Services	Julie Anne A. Gonzales, RN Head, Medical and Dental Unit
12:00 NN	Lunch Break	
1:00 PM	College Environmental-related Initiatives	Ms. Ahasmarie Pasion Program Adviser, BS Environmental Sciences
1:30 PM	Gender and Development Concerns and Services	Mr. Alinasser A. Yusop Head, GAD
2:00 PM	General Education Courses Concerns	Dr. Gefilloyd L. De Castro Coordinator, GEC
2:30 PM	CHED updates and Curriculum/ Program Concerns	Mr. Alinasser A. Yusop Education Program Specialist
3:00 PM	Instructional Materials Development Concerns	Dr. Melchor B. Brillantes Head, IMDO
4:00 PM	Open Forum	Facilitator
END OF DAY 1		
DAY 2		
8:00 AM	Registration	HRMO staff
8:15 AM	Recap / Energizer	
9:00 AM	Learning Resource Services	Dr. Elisa L. Montecillo Head, Learning Resource Center
10:00 AM	IT Services and Online Teachers Portal	Mr. James Torres IT Officer
11:00 AM	Academic Policies and Grading Schemes	Ms. Felecita C. Sagoso College Registrar
12:00 NN	Lunch Break	
1:00 PM	Strat Plan 2024 Updates	Ms. Esther T. Lim Program Adviser, BSED Sciences
1:30 PM	Strat Plan 2025 Overview	
4:30 PM	CLOSING PROGRAM	
	Closing Remarks	Dr. Rachel D. Lauriaga Vice President for Academic Affairs

Master of Ceremony: Dr. Abee M. Eljansantos



I.1.1. upgraded educational qualifications (graduate studies);





1.2.2.6 Faculty Rank and Salary Grade

FACULTY RANK	SUB-RANK	EDUCATIONAL QUALIFICATION	SALARY GRADE
Instructor	I	Relevant Master's Degree	12
	II	Relevant Master's Degree	13
	III	Relevant Master's Degree	14
Assistant Professor	I	Relevant Master's Degree	15
	II	Master's Degree	16
	III	Master's Degree	17
	IV	Master's Degree	18
Associate Professor	I	Master's Degree	19
	II	Master's Degree	20
	III	Relevant Doctorate Degree	21
	IV	Relevant Doctorate Degree	22
	V	Relevant Doctorate Degree	23
Professor	I	Accredited by PASUC	24
	II	Accredited by PASUC	25
	III	Accredited by PASUC	26
	IV	Accredited by PASUC	27
	V	Accredited by PASUC	28
	VI	Accredited by PASUC	29
College Professor		Accredited by PASUC	30

Here attached with the FDP from 2023 to 2025 and the qualifications under graduate studies from the Faculty Manual to support the evident of the implementation of this matter inside the institution.