

# Bachelor of Science in Environmental Science

Z S C M S T



BAGONG PILIPINAS

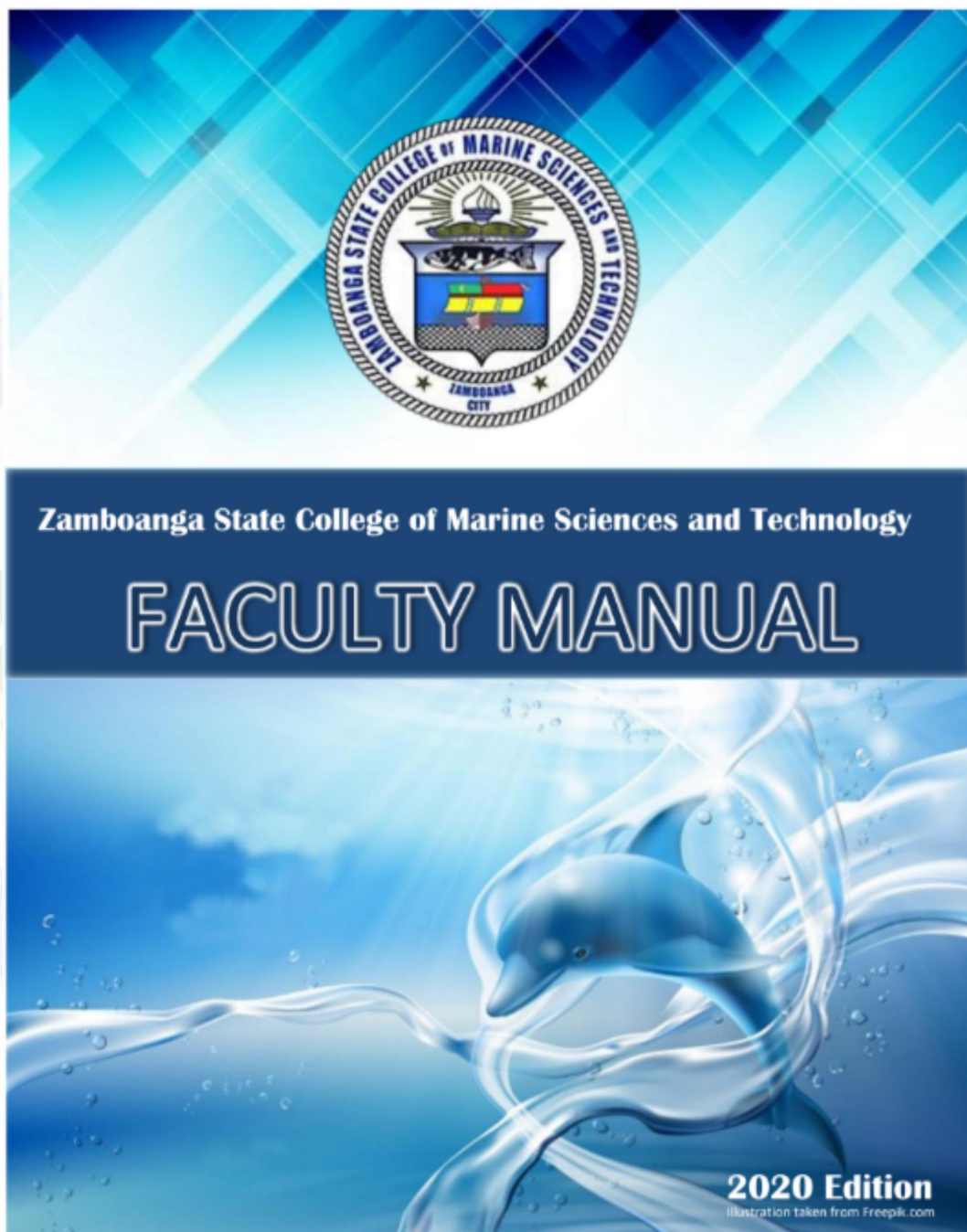
AREA II. FACULTY

Parameter E: Faculty Development

## IMPLEMENTATION

S.10 |

Faculty are given incentives for book writing, manuals, handbooks, compilations and instructional materials and keep up with new knowledge and techniques in the field of specialization.





### → Incentives

- Research incentives like monetary awards for published works, paper presentations, and patents (subject to fund availability).
- Recognition awards like Outstanding Faculty Award, Service/Loyalty Award, Best Research Presenter, and citations during assemblies or institutional events.
- Performance-based incentives rewards linked to outstanding IPCR/OPCR ratings, ensuring alignment with institutional targets.
- Extension and community service incentives, acknowledgment (monetary or non-monetary) for impactful extension programs and community engagements.
- Non-monetary incentives, like public recognition through the school website, newsletters, social media posts, plaques, certificates, and academic mobility opportunities.



	Republic of the Philippines <b>ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY</b> Fort Pilar, Zamboanga City <b>PROCEDURES MANUAL</b>	Document Code: <b>PM-1.0-1.2-1.2.4</b> Revision Number: <b>0</b> Effectivity Date: <b>July 2012</b>	
SECTION	<b>ACADEMIC/INSTITUTIONAL PROCESSES</b>	Page 2 of 2	
SUBJECT	<b>MANAGEMENT OF ACADEMIC PROGRAMS DEVELOPMENT AND PRODUCTION OF TEACHER'S MADE INSTRUCTIONAL MATERIALS</b>		

FLOWCHART	PERSON RESPONSIBLE	DETAILS
<pre> graph TD     Start([Start]) --&gt; Submit[Submits manuscript in soft copy]     Submit --&gt; VC[Constitute the VC]     VC --&gt; Eval{Evaluates the IM}     Eval -- No --&gt; RetA[Returns IM to Author/s]     Eval -- Yes --&gt; RetR[Returns to IM with the recommendation]     RetR --&gt; Request[Request for the production and P/etest of the prototype]     Request --&gt; Prot{Protest IM with character}     Prot -- No --&gt; Rev[Revise IM]     Prot -- Yes --&gt; RecF[Recommends for final Production]     RecF --&gt; Forward[Forward IM Production to IPRO-ZSCMST for commercialization]     Forward --&gt; Place[Place IM for sale]     Place --&gt; RecI[Recommends The awarding of incentives]     RecI --&gt; End([END])           </pre>	<ul style="list-style-type: none"> <li>• Author/s</li> <li>• Dean</li> <li>• VC</li> <li>• IMDO</li> <li>• IMDO</li> <li>• DEAN</li> <li>• VPAA</li> <li>• CP</li> <li>• IMDO</li> <li>• Author/s</li> <li>• Clienteles</li> <li>• IMDO</li> <li>• IPRO-ZSCMST</li> <li>• IMDO</li> <li>• IPRO-ZSCMST</li> <li>• PASUC -CCE, Chair</li> <li>• CP</li> </ul>	

Prepared <b>RODERICK V. BALUCA</b> Head, IMDO	Approved <b>JAIME GUALON Ph.D.</b> College President
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This documentation from Procedures Manual and Faculty Manual shows that the faculty incentives are provided and supported.