

Bachelor of Science in Environmental Science



BAGONG PILIPINAS



AREA II
Parameter D: RANK AND
TENURE

IMPLEMENTATION

I.4 | The faculty concerned are officially informed of the extension, renewal, or termination of their appointments.



I.4. The faculty concerned are officially informed of the extension, renewal, or termination of their appointments.

ZAMBOANGA STATE COLLEGE OF MARINE SCI. AND TECH
EIGHT EVALUATION (NBC 461) - DRAFT
CUT-OFF DATE: JUNE 30, 2019

No.	NAME OF INCUMBENT	SUC CODE	PRESENT RANK	Educ Qual	Acad Exp	Prof Achvt	CCE Pts	QCE Pts	RANK
1	ABISANA, ELVIE	33	Instructor 3	55.00	14.41	24.02	93.43	0.00	*****
101	AGANG, QUIRINO JR. T.	33	Instructor 1	65.00	7.00	19.70	91.70	97.52	Asst. Prof. 1
2	ALBANI, CASIM	33	Asst. Prof. 3	65.00	19.33	32.55	116.88	96.39	Asst. Prof. 4
102	AMORA, JONI CZARINA P.	33	Instructor 1	75.00	4.50	17.80	97.30	99.44	Asst. Prof. 2
6	ANDO, ELSIE	33	Asso. Prof. 2	69.00	25.00	40.27	134.27	94.81	Asso. Prof. 2
103	APIT, MARNETTE M.	33	Instructor 1	65.00	7.63	5.00	77.63	93.18	Instructor 3
8	ASAALI, DARWISA S.	33	Asso. Prof. 1	85.00	17.39	38.04	140.43	97.74	Asso. Prof. 3
7	ATILANO, EDGAR	33	Asso. Prof. 2	65.00	25.00	48.96	138.96	96.28	Asso. Prof. 3
9	AVILA, RUBY	33	Asso. Prof. 1	85.00	25.00	38.00	148.00	97.81	Asso. Prof. 4
105	BALUCA, RODERICK V.	33	Instructor 1	65.00	18.22	34.50	117.72	98.43	Asst. Prof. 4
12	BENGIL, PORFERIO	33	Instructor 3	65.00	8.02	25.59	98.61	93.70	Asst. Prof. 2
13	BONGO, NERISA	33	Asst. Prof. 4	65.00	25.00	31.22	121.22	94.34	Asst. Prof. 4
18	CAPACIO, ELENITA	33	Asst. Prof. 1	75.00	14.11	18.22	107.33	98.38	Asst. Prof. 3
106	CHIONG, CHRISTALYN D.	33	Instructor 1	65.00	3.00	17.02	85.02	98.33	Instructor 3
19	COLISAO, PENELOPE	33	Asso. Prof. 5	85.00	25.00	50.62	160.62	0.00	*****
20	CONCEPCION, MA. ELENA	33	Instructor 2	55.00	16.50	27.85	99.35	0.00	*****
22	CORTEZA, ELENITA	33	Asst. Prof. 2	65.00	22.84	16.78	104.62	0.00	*****
107	DAJAY, FREDELYN F.	33	Instructor 1	65.00	3.63	9.73	78.36	98.45	Instructor 3
24	DAJAY, REYNALDIN	33	Asst. Prof. 3	65.00	17.95	29.53	112.48	94.10	Asst. Prof. 3
25	DARACAN, JEANE ANN	33	Asst. Prof. 3	65.00	21.97	30.95	117.92	98.20	Asst. Prof. 4
108	DE CASTRO, GEFILLOYD L.	33	Instructor 1	72.00	5.92	44.50	122.42	97.50	Asst. Prof. 4
119	DUBLADO, ROLANDO S.	33	Instructor 3	55.00	19.19	12.08	86.27	0.00	*****
109	EJANSANTOS, ABEE M.	33	Instructor 1	85.00	5.94	43.00	133.94	99.34	Asso. Prof. 2
30	ESPINA, JESUS CRISTOBAL	33	Asst. Prof. 3	75.00	25.00	24.94	124.94	97.98	Asso. Prof. 1
31	ESTOQUE, MARIVIC	33	Asst. Prof. 2	72.00	18.95	26.07	115.02	97.15	Asst. Prof. 4
32	FABILA, CONSORCIA	33	Asso. Prof. 4	85.00	25.00	38.80	148.80	98.47	Asso. Prof. 4
33	FERNAN, MA. ARLENE	33	Asso. Prof. 3	65.00	25.00	54.84	144.84	98.37	Asso. Prof. 3
110	FERNANDO, ANNA MARIE D.	33	Instructor 1	65.00	6.08	5.22	76.30	97.26	Instructor 2
38	GONZALES, NONITO	33	Asst. Prof. 2	75.00	19.50	23.10	117.60	97.29	Asst. Prof. 4
111	HALILI, SERVANDO JR. D.	33	Instructor 1	85.00	25.00	46.00	156.00	98.37	Asso. Prof. 5
40	IGNACIO, RICKY	33	Asst. Prof. 1	71.00	11.63	20.00	102.63	98.50	Asst. Prof. 2
41	JALANI, NURIZA P.	33	Instructor 2	71.00	6.00	22.80	99.80	98.47	Asst. Prof. 2
42	JALANI, SYLVIA	33	Asso. Prof. 4	75.00	24.09	54.13	153.22	98.04	Asso. Prof. 5
43	JALON, JAIME	33	Professor 3	85.00	25.00	65.90	175.90	0.00	*****
45	LABOS, ALMAFREDA	33	Asst. Prof. 2	75.00	25.00	24.03	124.03	98.34	Asso. Prof. 1
47	LAURIAGA, GEORGE JR	33	Asst. Prof. 3	75.00	17.93	29.75	122.68	98.70	Asst. Prof. 4
112	LAURIAGA, RACHELE D.	33	Instructor 1	85.00	15.46	21.20	121.66	99.29	Asst. Prof. 4
113	LEE, ARMAND H.	33	Instructor 1	75.00	5.96	12.93	93.89	97.76	Asst. Prof. 1
48	LIM, ESTHER	33	Asst. Prof. 1	68.00	10.00	31.72	109.72	94.96	Asst. Prof. 3

Legend: ***** - The incumbents shall retain their present rank and salary in accordance with the provisions of NBC-461 that there shall be no diminution of salary and de-ranking.

CERTIFIED TRUE AND CORRECT AS OF August 11, 2022

JOEL G. FERNANDO, PH. D.
 ZONAL DIRECTOR, PASUC ZONAL EVALUATION AND COMPUTERIZATION CENTER
 REGION IX AND BARMM

MA. CARLA A. OCHOTORENA, R.N., PH.D.
 ZONAL PRESIDENT, PASUC ZONAL EVALUATION AND COMPUTERIZATION CENTER
 REGION IX AND BARMM

A portion of a Zamboanga State College of Marine Science and Technology document with faculty names, titled "Eighth Evaluation (NBC 461)," dated June 30, 2019.



ZAMBOANGA STATE COLLEGE OF MARINE SCI. AND TECH
EIGHT EVALUATION (NBC 461) - DRAFT
CUT-OFF DATE: JUNE 30, 2019

No	NAME OF INCUMBENT	SUC CODE	PRESENT RANK	Educ Qual	Acad Exp	Prof Achvt	CCE Pts	QCE Pts	RANK
49	LIM, GIOVANNI	33	Asst. Prof. 1	77.00	12.06	20.05	109.11	89.74	Asst. Prof. 3
52	LINGAS, MA. MAYVEL	33	Instructor 2	65.00	6.92	6.31	78.23	97.26	Instructor 3
100	MACARIO, ANGELO C.	33	Asst. Prof. 2	65.00	11.07	30.66	106.73	99.47	Asst. Prof. 3
55	MARCOS, GEORGINA	33	Asso. Prof. 1	75.00	25.00	45.50	145.50	97.31	Asso. Prof. 4
57	MATURAN, CHLOE FE	33	Asso. Prof. 3	85.00	24.80	38.77	148.57	97.80	Asso. Prof. 4
58	MENDOZA, JUANITO C.	33	Asst. Prof. 1	65.00	14.87	19.24	99.11	96.15	Asst. Prof. 2
60	MISANES, JESSICA	33	Asso. Prof. 1	65.00	25.00	40.74	130.74	99.11	Asso. Prof. 3
61	MONTECILLO, ELISA	33	Asst. Prof. 2	85.00	17.50	15.00	117.50	96.75	Asst. Prof. 4
62	MUALLAMIN, ANNURA	33	Asst. Prof. 4	85.00	18.23	17.36	120.59	99.24	Asso. Prof. 4
114	NUR, JUSTINE MAE C.	33	Instructor 1	65.00	7.00	7.30	79.30	98.98	Instructor 3
65	OMATANG, MARLON	33	Asst. Prof. 3	75.00	25.00	33.19	133.19	98.39	Asso. Prof. 2
66	ORNADO, DAVID	33	Asso. Prof. 2	85.00	22.94	37.39	145.33	99.32	Asso. Prof. 4
67	ORTEGA, REYNALDO	33	Instructor 3	55.00	14.00	20.35	89.35	0.00	*****
69	PANGANIBAN, JR ARTHUR	33	Professor 4	75.00	25.00	80.05	180.05	0.00	*****
71	PEÑAFLOR, EUSTACE	33	Instructor 3	65.00	8.55	16.70	90.25	96.73	Asst. Prof. 1
115	REYES, JEANETTE M.	33	Instructor 1	65.00	5.00	0.00	70.00	92.40	Instructor 2
116	RIZALA, JESUE REINAVIEVE Y.	33	Instructor 1	65.00	6.55	6.55	78.10	99.96	Instructor 3
77	SADIWA, MICHAEL	33	Asst. Prof. 1	65.00	22.73	6.20	93.93	98.19	Asst. Prof. 1
79	SALCEDO, EUGENE	33	Asso. Prof. 1	75.00	17.39	43.33	135.72	90.97	Asst. Prof. 4
80	SALIAN, ELVIRA	33	Asso. Prof. 1	85.00	22.43	23.60	131.03	98.57	Asso. Prof. 2
83	SANTOS, ROEL	33	Asst. Prof. 3	65.00	22.08	29.41	116.49	98.48	Asst. Prof. 4
85	SCHUCK, MARYLOU	33	Asst. Prof. 2	75.00	19.00	22.69	116.69	98.33	Asst. Prof. 4
68	SITTOY, REGAN	33	Instructor 3	65.00	10.41	22.56	97.97	97.47	Asst. Prof. 2
87	TABLANTE, JOY GRACE	33	Asso. Prof. 3	75.00	25.00	54.83	154.83	98.84	Asso. Prof. 5
89	TAN, LORENA	33	Asst. Prof. 4	74.00	22.60	39.66	136.26	99.06	Asso. Prof. 2
90	TAUPAN, ISMAEL	33	Asso. Prof. 4	68.00	25.00	60.40	153.40	98.19	Asso. Prof. 5
91	TEMLANZA, DAISY	33	Asst. Prof. 2	75.00	8.52	26.95	110.47	96.31	Asst. Prof. 3
94	TORIBIO, NANETTE	33	Asso. Prof. 2	75.00	25.00	43.21	143.21	97.35	Asso. Prof. 3
95	TUBAT, MACRINO	33	Asst. Prof. 3	68.00	21.88	26.59	116.47	95.62	Asst. Prof. 4
96	TUBOG, PILAR	33	Asst. Prof. 1	71.00	12.50	18.00	101.50	98.43	Asst. Prof. 2
117	TUMANDA, REYNELSA D.	33	Instructor 1	65.00	5.79	3.40	74.19	93.21	Instructor 2
97	UMAR, HANAYASMIN	33	Instructor 2	65.00	17.85	14.42	97.27	98.37	Asst. Prof. 2
118	VALENZONA, JOSELITO B.	33	Instructor 1	65.00	12.00	6.00	83.00	97.18	Instructor 3
98	VILLAFRANCA, MARIFE	33	Asst. Prof. 1	65.00	15.00	16.00	96.00	97.39	Asst. Prof. 1

Legend: ***** - The incumbents shall retain their present rank and salary in accordance with the provisions of NBC-461 that there shall be no diminution of salary and de-ranking.

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JOEL G. FERNANDO, PH. D.
ZONAL DIRECTOR, PASUC ZONAL EVALUATION AND COMPUTERIZATION CENTER
REGION IX AND BARMM

One of the clear manifestation of faculty satisfaction is the result of NBC Evaluation where faculty signed as they agreed to their evaluated rank.

A portion of a Zamboanga State College of Marine Science and Technology document with faculty names, titled "Eighth Evaluation (NBC 461)," dated June 30, 2019.



An oath-taking ceremony for the reclassified faculty of the Zamboanga State College of Marine Sciences and Technology (ZSCMST) in Zamboanga City was held in accordance with DBM-CHED Joint Circular No. 3, series of 2022. Present during the ceremony were ZSCMST President, Dr. Jaime G. Jalon (center), Faculty Trustee, Hon. Elvie Abisana (to the President's right), and Dr. Rufa L. Mendez (to the President's left). Also in attendance were the Vice President for Academic Affairs (VPAA), the Vice President for Student Affairs and Services (VPSAS), and other key officials, along with the teaching personnel of ZSCMST who were promoted under the reclassification.



Zamboanga State College of Marine Sciences and Technology

4 August at 15:02 · 🌐

ZSCMST Holds Orientation Seminar for Academic Year 2025–2026

The Zamboanga State College of Marine Sciences and Technology (ZSCMST) officially welcomed the start of Academic Year 2025–2026 with the conduct of an Orientation Seminar held at the MCLL Gymnasium on August 4, 2025. This activity was spearheaded by the Office of the Student Affairs and Services, anchored on the theme “Navigating College Life with Vision and Drive.”

Ms. Jeane Ann T. Daracan, BSEd Filipino Program Adviser, opened the program with remarks in celebration of Buwan ng Wika, emphasizing the importance of Filipino language. Trivia and informative segments related to the Buwan ng Wika celebration added an engaging and educational touch to the morning’s program. This was followed by a welcome message from Dr. Rocelyn R. Alabata, Vice President for Student Affairs and Services.

Inspirational messages were delivered by key officials of the institution:

Dr. Rachel D. Lauriaga, Vice President for Academic Affairs

Dr. Alvin C. Reyes, RN, Vice President for Administration and Finance

Mr. Marlon R. Omatang, Director, Training and Extension Office

One of the highlights of the program was the formal oath-taking of newly hired and newly promoted faculty and staff, led by Ms. Emma A. Santos, OIC, Human Resource Management Office. Afterward, the college deans formally introduced the faculty and staff from their respective programs.

Finally, the event culminated with a heartfelt message from College President Dr. Roy L. Valesco, who reflected on his 127th day in office. He recognized the collective efforts and progress the institution has made in a short period and encouraged everyone to look ahead with optimism and unity. He stated, *“The road to conversion of our institution into the Mindanao University of Marine Sciences and Technology (MUMST) will be tough. It may take a year or two, and there will certainly be challenges along the way. But I firmly believe that if we work together as one, we can make it happen. Let us walk this path together with a shared purpose and a strong sense of mission. Let us all have confidence in what ZSCMST can become.”*

#TogetherWeCan



The oath-taking of the newly hired teaching and non-teaching personnel of ZSCMST was held on August 4, 2025, during which Mr. Reward C. Bulay-og, a BSES faculty member, was promoted to a temporary position in the institution. Kindly refer to the link provided for further details. <https://www.facebook.com/share/p/17dGmis97C/>



Revised 2018

REPUBLIC OF THE PHILIPPINES
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND
TECHNOLOGY

OATH OF OFFICE

I, REWARD C. BULAY-OG of
SAMPALOC, RIO HONDO ZAMBOANGA CITY having
been appointed to the position of
INSTRUCTOR I hereby solemnly swear, that I
will faithfully discharge to the best of my ability, the duties of my present position and
of all others that I may hereafter hold under the Republic of the Philippines; that I will
bear true faith and allegiance to the same; that I will obey the laws, legal orders, and
decrees promulgated by the duly constituted authorities of the Republic of the
Philippines; and that I impose this obligation upon myself voluntarily, without mental
reservation or purpose of evasion.

SO HELP ME GOD.

REWARD C. BULAY-OG
(Signature over Printed Name
of the Appointee)

Government ID: PhilHealth
ID Number: 11-025391739-4
Date Issued: 04/06/22

Subscribed and sworn to before me this 28th day of
July, 2025 in Zamboanga City, Philippines.

ROY L. VALESICO, Ph.D.
College President

Oath of Office for Mr. Reward C. Bulay-og as an Instructor I at Zamboanga State College of Marine Sciences and Technology, dated July 28, 2025.