



"For Nation's Greater Heights"

FACULTY MANUAL

SURIGAO STATE COLLEGE OF TECHNOLOGY



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Surigao City

Faculty Manual

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regulation of the Revised Compensation and Position Classification system of the government or by the competent government authorities.

SECTION 7. Presumption of Innocence

1. The faculty have the right to be presumed innocent on matters and issues hurled against them.
2. The person complained of shall have the right to engage the benefits and privileges allowed by law during the pendency of the case.
3. They shall have the right to be free from any administrative action that to a certain extent indicates vexation and vindictiveness on the bases of accusation.

SECTION 8. Freedom of Expression

The faculty members have the right to express their ideas in either words or in speeches during meetings or in prints not contrary to existing laws.

ARTICLE IV

MERIT SYSTEM FOR FACULTY MEMBERS

SECTION 1. The Merit System.

The MERIT SYSTEM shall be established pursuant to the provision of Item No. 2, Section 7, Book V of Executive Order No. 292, otherwise known as the Administrative Code of 1987; Memorandum circular No. 38, s. 1993 dated September 10, 1993; and Memorandum circular No. 40, s. 1998 dated December 14, 1998 and in consonance with CHED Circulars, DBM Circulars and the SUC charter, this Merit System for Faculty Members of the Surigao State College of Technology, Surigao City, for guidance.

SECTION 2. Academic Rank

- a. The Merit System for Academic Ranks of faculty of Surigao State College of Technology shall adopt the criteria set forth by the National Budget Circular No. 461 (Appendix A).
- b. The Academic Ranks of the faculty are as follows:

FACULTY RANK	SUB RANKS
Instructor	I-III
Assistant Professor	I-IV
Associate Professor	I-V
Professor	I-VI
College Professor/University Professor	

regulation of the Federal Compensation and Pension Classification system of the government or by the court-stated government authority.

SECTION 7. Protection of Incomes

1. The faculty shall have the right to be promoted in accord with the merit and income listed against them.
2. The person complained of shall have the right to engage the benefits and privileges allowed by law during the pendency of the case.
3. They shall have the right to be free from any administrative action that in any way curtails their freedom of movement and residence on the basis of membership.

SECTION 8. Freedom of Expression

The faculty members shall have the right to express their views in other words or in speeches during meetings or in print not contrary to existing laws.

ARTICLE IV

MERIT SYSTEM FOR FACULTY MEMBERS

SECTION 1. The Merit System

The MERIT SYSTEM shall be established pursuant to the provision of Item No. 2, Section 7, Book V of Executive Order No. 292, otherwise known as the Administrative Code of 1937; Memorandum Order No. 38, a 1959 dated September 10, 1959; and Memorandum Order No. 40, a 1958 dated December 14, 1958 and in accordance with CHED Circular, DMM Circular and the SUC Order, the Merit System for Faculty Members of the Surigao State College of Technology, Surigao City, shall be guided by the following:

SECTION 2. Academic Rank

- a. The Merit System for Academic Rank of faculty of Surigao State College of Technology shall adopt the criteria set forth by the National Board of Circular No. 101 (Paragraph A).
- b. The Academic Rank of the faculty are as follows:

SUB RANKS	FACULTY RANK
III	Instructor
IV	Assistant Professor
V	Associate Professor
VI	Professor
	College Professor/University Professor