

EXCERPT FROM THE APPROVED 1st ENDORSEMENT

August 04, 2025
Academic Personnel Board

The recommendation of the Department of Pure and Applied Chemistry Personnel Committee to hire the following applicants as Part-time Instructors effective for the 1st Semester AY 2025-2026

Name	Employment Status	Name of Faculty being Replaced	Rank in Screening Conducted	Degree and Major Field of Specialization	School & Year Obtained	Honors Received	Eligibility	TPES Rating
CABAL, John Louise R.	☐ Permanent ☐ Substitute ☒ Part-time	None	1 st	Undergrad	BS Chemistry	VSU, 2020	None	RA 1080 (Chem Tech) Very Satisfactory 2 nd Sem 2023-2024 Very Satisfactory 1 st Sem 2024-2025
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
OCARES, Raymond R.	☐ Permanent ☐ Substitute ☒ Part-time	None	2 nd	Undergrad	BS Chemistry	VSU, 2022	Magna Cum Laude	RA 1080 (Chem Tech) Outstanding 1 st Sem 2024-2025
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
FERNANDEZ, Flor Ezra A.	☐ Permanent ☐ Substitute ☒ Part-time	None	3 rd	Undergrad	BS Chemistry	VSU, 2025	Cum Laude	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
BAYLON, Andrew Joseph B.	☐ Permanent ☐ Substitute ☒ Part-time	None	4 th	Undergrad	BS Chemistry	VSU, 2025	Cum Laude	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
VATULAN, Joey M.	☐ Permanent ☐ Substitute ☒ Part-time	None	5 th	Undergrad	BS Chemistry	VSU, 2025	None	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
GARMA, Kenneth R.	☐ Permanent ☐ Substitute ☒ Part-time	None	6 th	Undergrad	BS Chemistry	VSU, 2023	None	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
TULIN, Lara Jetcah M.	☐ Permanent ☐ Substitute ☒ Part-time	None	7 th	Undergrad	BS Chemistry	VSU, 2025	None	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
RESANDO, Ronald O	☐ Permanent ☐ Substitute ☒ Part-time	None	8 th	Undergrad	BS Chemistry	VSU, 2025	None	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
JUNIO, Javes L.	☐ Permanent ☐ Substitute ☒ Part-time	None	9 th	Undergrad	BS Chemistry	VSU, 2025	Cum Laude	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
PELON, Phobie Anne L.	☐ Permanent ☐ Substitute ☒ Part-time	None	10 th	Undergrad	BS Chemistry	VSU, 2025	None	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	
GARCES, Vannie Ann F.	☐ Permanent ☐ Substitute ☒ Part-time	None	11 th	Undergrad	BS Chemistry	VSU, 2025	None	None
				Masters	None	NA	NA	
				Doctorate	None	NA	NA	

Ranking of Teaching Applicant

Name of Applicants	Academic Background (40%)	Work Experience (10%)	Professional Development Achievement & Honors (10%)	Interview (10%)	Teaching Demonstration (20%)	Eligibility (5%)	Other Qualification (5%)	Total (100%)	Rank
CABAL, John Louise R.	12	3.50	0	9.06	18.58	0	3	46.14	1 st
OCARES, Raymond R.	14	1.50	0	8.91	18.37	0	3	45.78	2 nd
FERNANDEZ, Flor Ezra A.	13	0	0	8.67	18.12	0	3	42.78	3 rd



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Page 1 of 2
FM-VSU-10
 V03 01-23-2025
 No. 005-25-REF20

BAYLON, Andrew Joseph B.	13	0	0	8.49	18.07	0	3	42.56	4 th
VATULAN, Joey N.	13	0	0	8.70	17.73	0	3	42.43	5 th
GARMA, Kenneth R.	11	1.50	0	8.64	18.17	0	3	42.30	6 th
TULIN, Lara Jetcah M.	12	0	0	8.48	17.53	0	3	41.02	7 th
RESANDO, Ronald O.	12	0	0	7.90	15.75	0	3	38.65	8 th
JUNIO, Javes L.	13	0	0	8.36	13.88	0	3	38.25	9 th
PELON, Phobie Anne L.	11	0	0	7.55	13.75	0	3	35.30	10 th
GARCES, Vannie Ann F.	11	0	0	7.76	12.20	0	3	33.96	11 th

Thereupon, below is the APB action which was approved by the University President.

APB action through referendum dated July 31, 2025:

Attesting to the validity of the assessment of the twelve (12) applicants for the position of Part-time instructor of DoPAC, and endorsing the top eleven (11) aforementioned applicants effective for the 1st Semester AY 2025-2026.

Certified True and Correct:


LUVILLA G. ALCOBER
 APB, Secretary

Cc: **Mr. Mark Ryan R. Tripole**, Head, Department of Pure and Applied Chemistry