

EXCERPT FROM THE APPROVED MINUTES OF THE 17th Academic Personnel Board Meeting

Via Zoom: Meeting ID: 991 1929 1972
September 09, 2025

The recommendation from the Department of Forest Science Personnel Committee to hire Ms. Karen O. Paña as Permanent Instructor I and Mr. Chad Christian D. Wales as Part-time Instructor, effective for the 1st Semester of 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
PAÑA, Karen O.	<input checked="" type="checkbox"/> Regular/ <input type="checkbox"/> Temporary	NA	1 st	Undergrad	BS Forestry	VSU, 2021	None	RA 1080 (Forester)	Outstanding 1 st Sem 2024-2025
	<input type="checkbox"/> Substitute			Masters	MS Forestry	VSU, 2024	NA		
	<input type="checkbox"/> Part-time			Doctorate	None	NA	NA		
WALES, Chad Christian D.	<input type="checkbox"/> Regular/ <input checked="" type="checkbox"/> Temporary	NA	2 nd	Undergrad	BS Forestry	VSU, 2020	None	RA 1080 (Forester)	Very Satisfactory 2 nd Sem 2023-2024 Satisfactory 1 st Sem 2024-2025
	<input type="checkbox"/> Substitute			Masters	MS Forestry	VSU, 2025	NA		
	<input type="checkbox"/> Part-time			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
PAÑA, Karen O.	29	1.50	3.82	9.58	19.30	5	4	72.20	1 st
WALES, Chad Christian D.	28	1	5	9.37	18.75	5	4	71.12	2 nd

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

APB Resolution No. 372 Series of 2025

Attesting to the validity of the assessment of the three (3) applicants for the permanent Instructor I (Vice Doria) and part-time positions at DFS, and endorsing Ms. Karen O. Paña as the top-ranked applicant for the permanent Instructor I position, for appointment, effective September 10, 2025 and Mr. Chad Christian D. Wales as Part-time Instructor effective 1st Semester of AY 2025-2026.

September 09, 2025

Certified True and Correct:


LUVILLA G. ALCOBER
APB, Secretary

Cc: **Dr. Angelica P. Baldos**, Head, Department of Forest Science



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