



Gov. Alfonso D. Tan College

Maloro, Tangub City

FACULTY

B – Recruitment and Selection

- **Faculty Selection
Evaluation Tool**

CRITERIA FOR ACADEMIC APPLICANTS

Educational attainment (20%)

Doctorate Degree	30 points.
Master's Degree	20 points.
For every 3 units earned towards higher degree of specialization	1.5 points

Eligibility (15%)

PRC license	10 points
CSC Eligibility	5 points
Other Eligibility	3 points

Trainings (15%)

International Level	3 points
Regional Level	2 points
City//Municipal Level	1 point
In Campus Trainings	1 point

(maximum of 5 points)

Experience (15%)

5 years and 1 month or more	10 points
3 years and 1 month to 5 years	8 points
3 years and below	6 points
OJT (in line)	2 points
(not in line)	1 point

Demo (15%)

Academic Content	30 points
Quality Management	30 points
Quality of Communication	40 points

Interview (10%)

Personality	50 points
Potential	50 points

Grades (5%)

75 – 79	4 points
80 – 85	8 points
86 – 90	12 points
91 – 94	16 points
95 – 100	20 points

Tests (5%)

IQ Test	
(Verbal)	
Superior	5 points
Above Average	4 points
Average	3 points
Below Average	2 points
Low	1 point
(Quantitative Reasoning)	
Superior	5 points
Above Average	4 points
Average	3 points
Below Average	2 points
Low	1 point

Personality Test

5 points