

- 2.1.9. The applicant's General weighted average shall be given equivalent points.
- 2.1.10. For non-academic applicants, other competencies will cover 10% of the total score which will be determined by the office head where the applicant will be designated.
- 2.1.11. The Personnel Selection Board may prescribe other devices to effectively determine the most competent and qualified applicant
- 2.1.12. The board after determining the rank of the qualified applicants shall forward the list to the College President who is the appointing authority for final selection and acceptance.

3. Composition of the Personnel Selection Board

Section 10. The Vice President for Academic Affairs (VPAA) and the Vice President for Administration and Finance (VPAF) shall serve as chairman for academic and administration search respectively.

- 3.1. The members of the Personnel Selection Board are the following, VPAA, Dean or its equivalent of the institute where the vacancy exists, faculty representative (e.g. program head) in the institute where the vacancy exists, and the Human Resource Management Officer.
- 3.2. The members of the Personnel Selection Board for non-academic applicants are the following, VPAF, Head of office or its equivalent where the vacancy exists, Human Resource Management Officer.