



Republic of the Philippines  
**North Eastern Mindanao State University**

**MEMORANDUM FROM THE OFFICE OF THE PRESIDENT**

No. 0115, s. 2025

**TO: ALL CONCERNED PERSONNEL**

**DATE: February 28, 2025**

**SUBJECT: OATH-TAKING AND ORIENTATION ON CSC LAWS AND UNIVERSITY POLICIES**



Greetings of peace and solidarity.

Please be informed that an Oath-Taking and Orientation on Civil Service Commission (CSC) Laws and University Policies will be held on March 3, 2025, from 1:00 PM to 5:00 PM at the Conference Room, Admin Building, NEMSU Tandag Campus. This event is mandatory for all newly hired Faculty Members of NEMSU College of Medicine.

Please arrive promptly at 1:00 PM and wear Barong for men and Filipiniana for women.

Transportation and travel expenses shall be charged to available local funds, subject to existing accounting and auditing rules and regulations.

For strict compliance and wide dissemination.

Thank you. Padayon sa pag-ALPAS NEMSU!

For the grassroots and in the spirit of vibrant leadership.

**NEMESIO G. LOAYON, PhD**  
SUC President III



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The following newly-hired faculty members are required to attend and take their oath:

1. Dr. Ma. Cecillia C. Cruz, Dean/COS
2. Dr. Kieth Andrew A. Sanchez, Professor II
3. Dr. Romulo Ybiernas, Professor II
4. Dr. Maria Nila B. Lopez, Professor I
5. Dr. John Ray M. Gonzales, Professor I
6. Dr. Ailaine B. Cuanan-Cubero, Associate Professor V
7. Dr. Kharylle Garcia, Associate Professor V

The orientation proper will cover essential topics regarding university policies and civil service regulations. The following key persons will serve as resource speakers:

- **Ms. Catherine F. Salomon, OIC-Campus Director – NEMSU Lianga**  
*Talk 1: Introduction of the NEMSU Board of Regents and Organizational Structure of the University*
- **Dr. Florife O. Urbiztondo, OIC Campus Director – NEMSU San Miguel**  
*Talk 2: IPCR Target Setting*
- **Dr. Rolly G. Salvaleon, VP for Researcher and Extension**  
*Talk 3: Research, Extension, Income-Generating Projects (IGP), and Auxiliary Services Matters*
- **Dr. Maria Lady Sol A. Suazo, VP for Academic Affairs**  
*Talk 4: Academic Matters*
- **Roel T. Lim, JD, MPA, HRMO III**  
*Talk 5: Leave Laws and Civil Service Laws*