



Office of the President

Ateneo de Zamboanga University

The Jesuit University in Western Mindanao, Philippines
Since 1912

In Consortium with:
Ateneo de Davao University
Xavier University - Ateneo de Cagayan

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UNIVERSITY MEMORANDUM

MEMO NO. : Memo 25-26:30
DATE : December 17, 2025
TO : The AdZU Community
SUBJECT : **Constitution of the Task Force on the Third Phase of Salary Standardization**

In line with the University's commitment to fairness, sustainability, and competitiveness in employee compensation package, the **Task Force on the Third Phase of Salary Standardization** has been constituted.

The creation of this Task Force is intended to provide a **structured and consultative mechanism** for reviewing the University's current compensation package, grounded on reliable data, institutional realities, and representative perspectives from across the University.

The Task Force will **review the University's current salary structure and benefits package** and **provide recommendations** to guide the next phase of strengthening the compensation package. Its work is **recommendatory**, and the final decisions on implementation and budget approval rest with the **Board of Trustees**, upon endorsement by the **Core President's Council**, through the **Office of the President**.

The following individuals have been nominated by the **Core President's Council** and approved by the **University President** to serve as members of the Task Force:

Chair: Dr. Jocelyn D. Partosa (Dean, CSITE)
Members: Ms. Perla S. Ledesma (Director, University Research Office)
Mr. Ralph Jorline M. Chua (Director, Advancement Office)
Mr. Rionel A. Perez (Asst. Principal for Administration, SHS)
Mr. Herbert V. Deirio (Quality Assurance Officer, QASMO)
Secretariat: Mr. Lanz Ira A. Cerna (Legal Associate, Office of the President)

The University community is **enjoined to cooperate with and support the Task Force** by providing requested data, participating in consultations, and sharing relevant insights when called upon. Such cooperation is essential to ensuring that the recommendations developed are **informed, inclusive, and responsive to institutional realities**.

I express my sincerest appreciation to the members of the Task Force for their willingness to serve and contribute to this important institutional initiative.

I invite everyone to engage in this process in the spirit of *compañerismo* – walking together as partners in discernment – so that the outcomes of this work may truly reflect our shared commitment to justice, solidarity, and the common good of the University community.

Pro Deo et Patria.

(ORIGINAL SIGNED)
Fr. Ernald M. Andal, SJ
University President