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Office of the President

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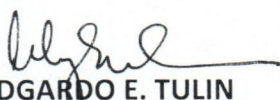
T O: All VSU Faculty with Professor Position

R E: NBC 461

Pursuant to APB recommendation and NBC 461 guidelines, a Professor should perform at least three out of the four functional areas. However, *teaching and research* is a must. Hence, effective 6th cycle, a faculty who will qualify to full-pledged professor position or to a higher level (i.e. Professor 2 to Professor 3 sub-rank) will be promoted only if he/she has complied with the two inherent functions which are teaching and research. Non-compliance will mean that he/she will not be promoted to the next sub-rank he/she is supposed to qualify for.

As recommended by the APB, a new hire who will qualify for University Professor position based on official evaluation will not be allowed to compete with other faculty members who already qualifies for the said position and are just waiting for a vacancy, unless the new hire has already served the University for at least one (1) evaluation cycle.

For information and compliance.


EDGARDO E. TULIN
Officer-in-Charge

cc: ODAHRD/PRPEO
Records
File